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ABSTRACT

This annotated bibliography lists works published in Australia on issues regarding work obligations and family responsibilities. All works cited are included in Australia's FAMILY database. The following topics are covered: (1) adolescents and attitudes to employment (14 citations); (2) the aged and employment (20 citations); (3) career development and effects on family life (9 citations); (4) the disabled and employment (28 citations); (5) discrimination and employment (33 citations); (6) child care, work, and family (9 citations); (7) economics, family life, and employment (5 citations); (8) family size and employment (1 citation); (9) health and safety at work (5 citations); (10) job satisfaction and work conditions (7 citations); (11) migrants and employment (45 citations); (12) one parent families and employment (21 citations); (13) rural families and employment (1 citation); (14) school to work transition (29 citations); (15) shift work, part-time work and family functioning (22 citations); (16) social support and employment (11 citations); (17) stress at work and family life (6 citations); (18) suburban living and employment (1 citation); (19) technological change and employment (14 citations); (20) the value of work and attitudes to employment (18 citations); (21) working mothers and family functioning (27 citations); (22) young people: employment, unemployment, and needs (17 citations); and (23) women, employment issues, and family life (68 citations). (SKC)

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WORK AND FAMILY FUNCTIONING

AN ANNOTATED BIBLIOGRAPHY SELECTED FROM FAMILY DATABASE

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SUBJECTS COVERED INCLUDE:

Family Types, Relations and Dynamics: including alternative lifestyles, one parent families, stepfamilies, extended families, children, adolescents, husband wife relationship, parenting, siblings, sex roles, socialisation.

Organisations and Service to Families: including adoption, foster care, child care, health services, housing, religion, social services.

Families with Special Problems: including child abuse, death, disabled and chronically ill, alcohol and drug problems, family violence, unemployment.

Family Law and Legal Issues: including marriage and family law, children and divorce, custody and child support, children's rights.

Family Life of Minority Groups: including Aboriginal families, migrant families, families of the armed forces, rural families.

Trends and Change in Marriage and the Family: including family policy, population studies, social change and social history.

Issues Related to Sexuality and Fertility: including abortion, family planning, infertility, sexual attitudes and behaviour.

Family Economics and Economic Policy: including effects of government employment, economic and taxation policies on families, financial arrangements within families.

Counselling and Family Education: including marriage counselling, family therapy, education for marriage and parenthood.

Mate Selection and Marriage: including dating, cohabitation, marriage, remarriage.

Research Issues and Methodology

Any comments, contributions, or requests for information on access to the online system or purchase of the printed volumes can be addressed to the Family Information Centre, Australian Institute of Family Studies, 300 Queen Street, Melbourne 3000 Australia.
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WORK AND FAMILY FUNCTIONING

AN ANNOTATED BIBLIOGRAPHY SELECTED FROM FAMILY DATABASE

Compiled by Mari Davis

Australian Institute of Family Studies

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Melbourne 3000
Australia

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AUSTRALIAN FAMILY STUDIES DATABASE PROJECT

Team Members:

Mari Davis, Head, Family Information Centre
Belinda Stonehouse, Principal Indexer, FAMILY Database
Deborah Whithear, Librarian and Editor of FAMILY Database

Staff members of the Australian Institute of Family Studies' Family Information Centre are involved with a variety of tasks associated with the acquisition of materials, and preparation and distribution of FAMILY Database.

INTRODUCTION

This bibliography lists works published in Australia on issues about work obligations and family responsibilities. The collection and indexing of these materials was made possible by a grant from the Myer Foundation. The project to index publications dealing with the dual responsibilities of workers to their jobs and families, and of employers to workers with family responsibilities was undertaken in 1986 as part of the larger Institute project of compiling a national database on family matters.

This bibliography is one of a number of works from the Institute on the subject of work and families. In 1981, the Institute commissioned Rhona and Robert Rapoport, two well-known researchers on dual-career families, work and leisure, to give a seminar on 'Work and the Family'. The paper was published in August 1981 as AIFS *Discussion Paper No. 3*.

Also in 1981, the Institute's first Family Information Bulletin dealt with the broad changes in the nature of paid work and the changing patterns of involvement of women in the labour force. Titled *Families and Work* (Prosser), the bulletin outlined the employment experience of different family types and the nature of unemployment as it affected families in the 1970s.

In May 1983, the Institute published an annotated bibliography titled *New Information Technology: Impacts on Families in Australia* (Beresford) as AIFS Occasional Paper No. 1. Graeme Brewer was commissioned to review the literature of work and family functioning and his review, *The Impact of Work on Family Functioning*, was published as AIFS Occasional Paper No. 3 in September 1983.

In March 1987, AIFS Discussion Paper No. 14 titled *Workers with Family Responsibilities: Implications for Employers* (Wolcott), explored the connections between work and family life and examined some of the available information on corporate responses to dual-working families. The paper also raised questions and explored possible solutions to the problems inherent in balancing the demands and responsibilities of work and family life, dilemmas that must be resolved if men and women are to have equal opportunities to combine work and family careers.

Institute research studies are designed (in addition to their specific focus) to gather further information on the nature of work and its impact on families including family income and work involvement. From these data, the Institute is constantly building up a picture of the role of work in family wellbeing and the dilemma of the competing obligations and responsibilities of work and family care.

Much of this information now informs Institute work, and the changing relationship between work and family life is covered in articles published from time to time in the AIFS Newsletter. Related papers have been given at Institute-sponsored seminars such as the Australian Family Research Conference (1983 and 1986) and the International Seminar of the Committee on Family Research in 1984.

All the items listed in this bibliography are included in FAMILY Database and so are accessible to researchers as part of the national index of family studies literature in Australia. It is hoped that publication of this selection will act as a catalyst to researchers, service providers, trade unions, employers and their organisations on the important issues in reconciling the dual obligations of workers to their jobs and families.

While continually seeking to improve working conditions and to maintain productivity in the workplace, the new challenge for society is to provide the time and environment for workers in which to care adequately for their families and the rearing of the next generation. This bibliography indicates that there is much more work to be done yet; it opens the way forward by having mapped what is published to date.

ADOLESCENTS AND ATTITUDES TO EMPLOYMENT

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BENTLEY, P; O'NEIL, M
School participation and labour force participation of teenagers.
In: Kaspura, A J, ed. Labour force participation in Australia: the proceedings of a conference 29-30 April 1982. Canberra, ACT: Australian Government Publishing Service, 1983, p135-153, 155-156, figures, tables. (Monograph series/ Australia. Bureau of Labour Market Research; no.1)

The high level of participation by school students in the labour market - in August 1979, the Australian Bureau of Statistics had measured the South Australian participation rate as 29.1% - indicated that it was important to understand the dimensions of school students' participation in the labour market in order to provide a broader information base upon which school to work transition programs in schools could be based. In 1980 the Youth Bureau carried out a questionnaire survey in South Australian schools to obtain information about students' labour force participation. Authors outline the survey methodology, and set out some of its main findings which, while they do not provide any analytical insights into the labour market, help to provide an information base. Authors also explore some of the implications for interpreting labour supply and demand behaviour that arise from a consideration of the overlap between school participation and labour force participation. Comments on this paper by W J Merrilees are provided, p154-155.

BENNETT, D L, ed.
Problems of adolescents at work and at play: a contribution to International Youth Year.
Sydney, NSW: Australian Association for Adolescent Health, 1985, v, 56p

This publication consists of papers presented at a symposium held in October 1984 which addressed questions such as: are adolescents as healthy as they have always been thought to be? What is the role of society's expectations and pressures in contributing to the problems of young people? Are there special risks for young people at work and at play that should be of real concern to health professionals and to the community at large? Makes the point that 'it is a rather precarious position to subscribe to the very doubtful proposition that a job per se eliminates the major core of adolescent problems as they are experienced in the 80s'. The amount of interest directed towards the specific needs of employed young people is almost completely absent. Author considers the psychological hazards for employed young people in three areas: 1) the need for relationships - changed patterns of job training mean that traditional relationships between 'juniors' and 'seniors' are fast disappearing, and young people are more often expected to relate to machines and computers than to colleagues; 2) the need for adventure - menial and monotonous tasks do not cater to the almost limitless physical and psychological energy of adolescents; 3) the need to find a place in adult society - with job training being done more and more in institutions, young people are arriving in the workforce late; the period between childhood and adulthood is stretched, complicating the

'where do I fit' question. Author raises some ideas for avoiding the ramifications of young employees who feel lonely, isolated, unchallenged and irrelevant.

BLAKERS, C
Teenagers: from school to work; a summary of the research.
National Clearinghouse on Transition from School Newsletter v.1 Nov 1982: 29-49

Reviews the research literature in order to outline social and economic developments in Australia in the post- war period, focusing on industrial and technological change, unemployment, education, population growth and school enrolments. Then summarises research on school participation and retention rates; geographical differences; school type differences; school retention and employment prospects; explaining the trends.

BLAKERS, C
The youth labour market: unemployment.
Youth Studies Bulletin v.3 Aug 1984: 65-102, tables

Provides a summary of research which attempts to put together information on how far the rising levels of unemployment have been reflected in teenage rates of unemployment and in the withdrawal of teenagers from the labour market. Discusses: trends in youth unemployment, commenting on effects of age, sex, education attainment, type of school, and place of residence; duration of unemployment; hidden unemployment and underemployment.

FREELAND, J
Youth crisis and renewal: the dimensions of the problem and some suggested reforms.
Youth Studies Bulletin v.4 Aug 1985: 121-142

This paper outlines the dimensions of the crisis in the teenage labour market, and analyses its implications for secondary, and particularly post-compulsory, schooling. This analysis indicates the broad direction of an education policy for the future. Author draws on historical precedent to trace the parallels between the post-war years and the present situation, and finally, sketches briefly the nature of the educational reforms required if our schooling system is to respond adequately to the crisis.

GREGORY, R G; STRICKER, P
Youth employment and unemployment: the Australian experience of the 1970's: an overview paper.
In: Baird, C E; Gregory, R G; Gruen, F H, eds. Youth employment, education and training: conference papers. Canberra, ACT: Centre for Economic Policy Research, Australian National University, 1981, p1.1- 1.50, tables, figures.

At August 1980 unemployed teenagers represented 18 per cent of the teenage labour force and on average they had been unemployed for approximately 27 weeks. These measures of unemployment are respectively six and nine times

greater than the levels that were experienced in August 1966. This very large increase in teenage unemployment is accompanied by an increase in private hardship and social costs, evident in many dimensions: economic, sociological and psychological. This overview paper concentrates primarily on the economic issues associated with teenage unemployment.

HUGHES, B
Labour force participation: what are the issues?
In: Kaspura, A J, ed. Labour force participation in Australia: the proceedings of a conference 29-30 April 1982. Canberra, ACT: Australian Government Publishing Service, 1983, p1-11, tables (Monograph series/ Australia. Bureau of Labour Market Research; no.1)

Reviews contemporary research issues in Australian labour force participation, and discusses the dilemma of teenage labour force participation, the rapid decline in older male participation and the overall non- operation of the discouraged worker effect in the first two years of the post 1974 recession. Bruce Chapman provides comments on this paper, p12-15.

KALISCH, D; STRETTON A
Teenage employment in the public sector: where have all the jobs gone?
Canberra, ACT: Bureau of Labour Market Research, 1984, 46p, tables, (Working paper/ Australia. Bureau of Labour Market Research; no.44)

Teenagers' share of public sector employment fell considerably during the 1970's. This paper estimates the extent of the employment loss and examines some of the possible explanations. A number of hypotheses have been suggested to explain this employment loss. These include structural change within the public sector, technological change, greater professionalism in the public sector, staff ceilings and competition from other demographic groups, particularly female adults. These hypotheses are tested using census data and/ or a case study of employment in the Australian Public Service. The analysis found that structural change, technological change and an upgrading of the occupational structure of public service employment all had little effect on teenagers' share of employment. Rather, the employment loss was the result of teenagers' falling share of appointments at individual designation level. This fall was the result of an excess supply of applicants which lead to greater competition for the available positions. Youth fared poorly in this contest, partly as a result of lower educational qualifications but also because of factors such as work experience and personal characteristics. The introduction of staff ceilings played little part in the process. Rather excess supply was created more by an increase in the number and quality of applicants, particularly female adults.

MACKAY, K R
Occupational change and the influence of occupational segregation on youth employment.
Canberra, ACT: Bureau of Labour Market Research, 1984, 40p, tables, (Working paper/ Australia. Bureau of Labour Market Research; no.42)

The investigation of the occupational structure of youth employment sheds light on a number of key issues in the youth labour market. If age segregation of employment in different occupations exists, it could both restrict and protect youth employment opportunities. On the other hand, if competitive factors are predominant this would indicate that youth may be susceptible to competition in the labour market with adults. This would also suggest the potential effectiveness of government wage subsidies targetted at youth. Population Census data at the finest level of occupational detail are used to investigate the existence and persistence of age segregation of employment. An investigation is made of whether or not the levels of youth employment in particular occupations depend on changes in the level of total employment in these occupations. Evidence of some age segregation of employment is found, but it is also clear that youth have increased their level of employment in some declining occupations, and they have also experienced falling employment in some high- growth occupations. This suggests the importance of competitive factors in the youth labour market.

PARMENTER, T; RICHES, V; HAURITS, M
Employment of the physically disabled: an untapped potential.
Work and People v.7 no.2 1981: 9-12, tables

Lack of vocational preparation has been a major factor impeding intellectually disabled people from successfully entering the workforce. Work Preparation Centres, catering for mildly intellectually disabled adolescents, in Granville, NSW and South Yarra, Victoria, have provided this group with the opportunity to enhance their job prospects and as a result improve the quality of their lifestyle. Programs were structured around the results of a survey of employer attitudes towards employing intellectually disabled, conducted in Sydney in 1978- 79.

POOLE, M E
Adolescents' perceptions of their future lives.
Australian Journal of Sex, Marriage and Family v.3 Nov 1982: 181-193

This paper explores how adolescents see themselves in relation to their future work, marriage and family roles. A content analysis of essays written by some 400 adolescents was undertaken within a conceptual framework of life transitions and expectations 10 years hence. On the basis of this analysis, 3 major themes were identified - marriage, work, and parenthood. Minor themes relating to leisure, travel, service to the community, and pursuit of happiness were evident. Sex differences were apparent in terms of anticipations concerning partners, and marriage and work combinations. Little or no concern was shown for social or environmental issues. Adolescents regardless of their sex, age, or school type, were anticipating work, marriage and family roles in line with societal expectations.

SLOAN, J; WOODEN, M
Part- time work, school retention and unionization: aspects of the youth labour market.
Bedford Park, SA: National Institute of Labour Studies Inc., Flinders University, 1984, 90p, tables (Working paper/ Flinders University of South Australia. National Institute of Labour Studies Inc.; no.72

This report deals with three aspects of the youth labour market: 1) Part time employment - deals specifically with those who have left school and are working part time. 2) School retention - school retention rates over recent years have increased markedly for girls but decreased for boys. Authors address the questions: is there a connection between labour market conditions and retention rates? If such a connection exists, what is it and why is there a difference between boys and girls? 3) Unionization - there is a view often put that young people are under-unionized. Consequently authors seek to investigate the nature and extent of unionization of young people, including male/ female differences, and age differences in membership.

STRETTON, A; KALISCH, D
Teenage employment in the public sector: where have all the jobs gone?
Bulletin of Labour Market Research no.11 Jun 1984: 16-21, table

This article, based on data from Bureau of Labour Market research on youth employment patterns, shows the fall in proportion of teenagers employed in the public service in all states, from 1971 to 1981. The Australian Public Service (APS) is used as a case study to show why the teenage participation rate declined. In 1966 the bulk of teenagers hired in the APS were in base grade clerical and typist positions. During the study period, the proportion of adult females hired to these positions increased dramatically, thus displacing adolescents, especially female adolescents. Increasing competition for jobs has meant that more qualified and more experienced applicants have won out. The introduction of maternity leave and the dropping of the ban on permanency for married women led to their increased participation in public service jobs. Other factors, such as staff ceilings, are shown to be less important.Ward, J; Parmenter, T R; Riches, V; Hauritz, MA summative report of a work preparation program for mildly intellectually disabled school leavers.Australian Disability Review v.3 no.1 1986: 7-13
This paper presents the results of a summative study which was conducted to determine the effects of a Work Preparation Centre program, established as a model program by the Australian Commonwealth Rehabilitation Service for mildly intellectually disabled adolescents. After six years, 385 subjects had been trained in the Centre. Using a stratified proportionate sampling technique one hundred and ten subjects were selected for interview. On the basis of their vocational and social adjustment, implications for program refinement are identified.

SWEET, R
Some indicators of teenage girls' disadvantaged labour market status. Sydney, NSW: NSW Department of Technical and Further Education, 1982, 16p, tables (Research report/ New South Wales. Department of Technical and Further Education. Student Counselling Service)

This brief paper brings together a variety of information which illustrates the disadvantage suffered by teenage girls in the Australian labour markets. Its contents are derived from official statistical sources. Disadvantage is not absolute, but exists in relation to the status, privileges and rewards of other groups. For this reason all information presented here compares teenage girls and teenage boys. Statistics are given comparing males and females, aged 15 to 19, for the following topics: unemployment, income, hidden unemployment, qualifications, part time and full time employment, and occupations. Australian Bureau of Statistics data for 1966 to 1981 are used. The decline in number of clerical positions has had a greater impact on girls than boys, as girls are employed in a narrower range of occupations. The differing impact of qualifications on employment of girls and boys is discussed.

THE AGED AND EMPLOYMENT

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AUSTRALIA. BUREAU OF LABOUR MARKET RESEARCH
Retired, unemployed or at risk: changes in the Australian labour market for older workers.
Canberra, ACT: Australian Government Publishing Service, 1983, ix, 150p, tables, figures. (Research report/ Australia. Bureau of Labour Market Research; no.4)

The report comprises four major parts. The first provides information on historical movements in the population, trends in labour force participation, unemployment and employment patterns, and changes in income support and welfare recipients. The second part discusses voluntary and involuntary factors which have had a bearing on older worker labour force participation. In the third part, past trends in labour force participation are quantified as a basis for projecting the likely size of the older labour force over the next twenty years. The report concludes with a discussion of policy options which could influence the labour force experience of older persons.

CLAYWORTH, T
Recreation and media activities.
In: Australian Institute of Multicultural Affairs. Community and institutional care for aged migrants in Australia: research findings. Melbourne, Vic: Australian Institute of Multicultural Affairs, 1986, p132-154

For the ethnic aged, loss of financial security and the companionship of workmates upon retirement may be accompanied by diminishing health, English language difficulty and a sense of social isolation. These factors, individually or collectively, may well restrict the range of recreation and leisure activities available to the ethnic aged. This chapter examines what elderly people of non-English-speaking background, faced with a large amount of discretionary time, did in their day-to-day life. It focuses on those respondents in the Institute of Multicultural Affairs Survey of Aged Migrants who were not engaged in paid employment - 87.2%. What they did with their time at home and outside the home is examined, with emphasis on their use of media (radio, television, print media) and club and group activities.

COLEMAN, M
Unemployment and the future of social policy.
Canberra Bulletin of Public Administration v.11 no.2 1984: 122-126

The author examines a number of factors which must be considered when exploring future public social policies bearing on employment and unemployment. These include 1) demographic profile of the population 2) cohort experiences within that profile 3) the overall performance of the Australian economy 4) the prevailing politico- social philosophies 5) the prevailing mode of service delivery and public administration. The factor

identified as having the most profound effect on the development of policies is the ageing of the population and the decline in labour force participation since the mid- 1970s for older workers. Older workers tend to be out of the work force for longer periods than younger workers, voluntary and involuntary early retirement have increased, and older workers and women are among the main groups of hidden unemployed. The author points to deficiencies in present services and policies which need to be on the economic and social policy agenda.

EMPLOYMENT opportunity and the HACC Program.
CSV Links no.14 Feb 1987: 7

The HACC program (Home and Community Care program) aims to provide a better range of integrated and comprehensive services for older and disabled people. The biggest area of employment is in the home help service which in 1985-86 employed nearly 5,500 people in local government authorities.

JOB Watch Inc. (Carlton, Vic)
Older unemployed: the hidden statistics.
Carlton, Vic: Job Watch Inc., 1984, 26p

In this report for the Ministry of Employment and Training, the focus is upon workers aged 45 and over. First an overview of trends as they affect older workers is provided, including the growing number of older workers in voluntary or involuntary retirement, and the lack of participation by older workers in government employment and training schemes. Next, specific areas of concern are highlighted, describing the exploitation of older people in newspaper advertising, employment schemes, the employment of women, the employment of migrants, and employment agencies. Finally, policy recommendations are made.

KALISCH, D W; WILLIAMS, L S
Discrimination in the labour force at older ages.
Australian Journal on Ageing v.2 May 1983: 8-16, tables

This paper addresses the question of discrimination against older persons in the Australian labour market on the grounds of their age. In particular, it discusses the issues and examines the sparse and limited evidence related to age discrimination in areas of employment, redundancy and hiring.

KALISCH, D W; WILLIAMS, L S
Discrimination in the labour force at older ages.
Canberra, ACT: Bureau of Labour Market Research, 1983, 27p, tables (Working paper/ Australia. Bureau of Labour Market Research; no. 17)

This paper addresses the question of discrimination against older persons in the Australian labour market on the grounds of their age. In particular, it discusses the issues and examines the limited evidence related to age discrimination in the areas of employment, redundancy and hiring. Authors argue that many instances of supposed discrimination against older workers occur because age is used as a broad indicator of a person's merit. More

general problems of the heterogeneity of workers and the lack of information available to the employer often results in the use of age as a screening device. This leads to the conclusion that discrimination against older workers does not necessarily occur because employers prefer younger as opposed to older workers, but because older workers are perceived to 'give less value for money'. Thus, by favouring younger workers employers can claim to be behaving rationally according to their available stock of information.

KALISCH, D W; WILLIAMS, L S
The labour force experience of older workers.
Canberra, ACT: Bureau of Labour Market Research, 1982, 68p, tables (Working paper/ Australia. Bureau of Labour Market Research; no. 16)

Labour force experience at older ages has undergone substantial change over the last two decades. In particular, the labour force participation rates for older males and older unmarried females have been decreasing since at least 1961, while those of older married females have fallen since 1976. Further, the duration of unemployment has increased relatively more for those aged 45 and over as compared to the working population average. The aim of this paper is to provide a detailed investigation of the alternative factors likely to influence labour force experience at older ages. This is achieved by a separate consideration of factors likely to affect the supply and demand for older workers. Consideration is also given to personal characteristics of older persons which may either promote or discourage participation in the workforce, and economic factors affecting their choice between work and retirement.

MERRILEES, W J
Economic determinants of retirement.
In: Finance of old age, edited by Mendelsohn, R. Canberra, ACT: Centre for Research on Federal Financial Relations, Australian National University, 1986, 203-222, tables

Over the past decade and a half there has been a fundamental change in the retirement practices of Australians, particularly men. There has been an increased tendency towards early retirement - from an early 1970s retirement norm of age 65 to a current situation where Australian men retire somewhere between age 60 and 64. This chapter is primarily concerned with identifying the main factors which account for this trend. Some economic models of retirement are presented. The evidence seems to suggest that two things, the increased value of the age pension and the recession, are mainly responsible for the 1972-76 acceleration toward early retirement. Private wealth effects (including housing, superannuation and other forms) appear responsible for the longer trend toward early retirement.

MOIR, H
Age structure of industries and the position of older men in the labour market.
Canberra, ACT: Bureau of Labour Market Research, 1981, 36p (Conference paper/ Australia. Bureau of Labour Market Research,; no.2)

The proportion of older workers among employed men varies considerably between industry divisions and sub- divisions. Data from the Labour Force Survey are used to investigate changes in the age- structure of industries between 1966 and 1980 while population census data provide information on the age- structure of industry sub- divisions in 1971 and 1976. Previous research suggests that the age- structure of an industry is determined by past rates of employment growth and by the proportion of salary and wage earners in the industry's workforce. These hypotheses are tested at the industry sub- division level. Because of the differential distribution of age groups across industries, structural changes in the industry distribution of employment can be expected to have differential impacts on the various age groups. Estimates of the impact of change in industry structure on the employment of older men indicate that although changing industry structure has had a negative impact on older men, the magnitude of the impact is fairly small. Changes in age- structure within industries have had more substantial impacts on the older male workforce overall and in certain industry divisions.

MOIR, H
Age structure of industries and the position of older men in the labour market.
Australian Bulletin of Labour v.8 Jun 1982: 156-175

Presents statistics to show the decline in labour force participation rates for older men. Then analyses the position of older men in the labour market by focusing on the age-structure of the work-force in different industries and changes in the industry structure of employment. Data used are from two sources: the Monthly Labour Force Survey is used to provide estimates of the age- structure of industry divisions for each August from 1966 to 1980: the 1971 and 1976 population censuses provide data on the age- structure of industry sub-divisions. The paper shows that there are important differences between industries in the reliance on older workers.

PODGER, A S
Retirement incomes policy: options open to government.
In: Finance of old age, edited by Mendelsohn, R. Canberra, ACT: Centre for Research on Federal Financial Relations, Australian National University, 1986, p289-312, tables

The two main objectives of retirement income arrangements are i) poverty alleviation - to ensure that retired people have a level of income that enables them to achieve at least a minimum standard of living; and ii) income maintenance - to ensure that, on and through retirement, people maintain to an acceptable degree their pre- retirement standard of living. The former objective is primarily addressed in Australia by the Commonwealth- financed, needs- based age pension; the latter primarily by public and private occupational superannuation schemes. Constraints include redistributive effects, costs, freedom of choice, and the role of savings. Author highlights the strengths and weaknesses of the current retirement income system in light of the above aims and constraints, then explores possible alternatives for reform.

RICHARDSON, S; HANCOCK, K
Life-time earnings in Australia.
Australian Journal on Ageing v.1 Feb 1982: 13-22, tables

Authors ponder the inequality of income among the aged by examining the inequality of earnings of the employed over the whole of the working life, showing that the incomes of the aged depend in an important way on the earnings they have received during their working lives. Attention is confined to the earnings of people in full-time employment. Also draw on data which relate earnings to age to examine how life-time earnings differ by level of education, by occupation, by sex and over-time.

ROSENMAN, L S
Women and retirement age income security.
In: Finance of old age, edited by Mendelsohn, R. Canberra, ACT: Centre for Research on Federal Financial Relations, Australian National University, 1986, 251-263, tables

Women are more likely to live into advanced old age, to outlive their spouses and spend a significant proportion of their old age living alone. However, women are handicapped by their labour force position in accumulating savings, investments, or superannuation entitlements in their own right. Discontinuous labour force participation and concentration in part-time, casual and low paying employment often excludes them from membership in superannuation schemes. Low, or no, earnings make it difficult for them to save, or acquire income producing assets to make economic provision for their old age. As a result many women must count on provision being made by a husband. This chapter examines the implications of the dual role of women for the retirement age income system, and considers ways that women can obtain better access to retirement income in their own right as workers, whether married or single, and as widowed or divorced women. Also considered are some of the issues involved in adapting the private superannuation system or in the design of a compulsory contributory national superannuation system to deal adequately and equitably with the changing and complex roles of women.

ROSENMAN, L; LEEDS, M
Women and the Australian retirement age income system.
Kensington, NSW: Social Welfare Research Centre, University of NSW, 1984, vi, 102p, tables, figures.

The aged population in the future, as now, will be predominantly a female population. Report focuses on the implications of such female dominance in numerical terms for the income support system. and on ways in which the systems can better meet the needs of women. Presents data on the current position of retirement age women and analyses the marital and employment patterns that are likely to shape the economic situation of future generations of elderly women. Describes the current structure of the three components of the system for old age income and the interactions between them, and particularly the relative coverage of women by the three systems. Investigates options for regulation and reform of the current system to help it better meet the structure of women's lives. Discusses issues in the

design of a national superannuation scheme that are particularly relevant for women and looks at the issues in the design of systems of Canada and the United States that are a particular cause of concern in those countries.

ROSSITER, C
Family care of elderly people: policy issues.
Kensington, NSW: Social Welfare Research Centre, University of New South Wales, 1984, 83p, tables, figures. (SWRC reports and proceedings; no.50)

This monograph represents the final stage of the Social Welfare Research Centres's project on family care of dependent elderly people. The issue of family care is placed in context; community care is discussed in theory and in practice, using both Australian and overseas material; the SWRC study is briefly described and major findings documented. Specific areas of concern include social support services, income and the costs of caring, employment, health services, housing problems and wider accommodation policies, and carers' need for information and advice. The major part of the report presents the implications of these findings for policy- making, both in terms of general aged care policy and in recommendations in the specific areas highlighted. Discussion covers the financial ramifications of these proposals and the various paradoxes involved in policies relating to family care. The conclusion points to the particular need for more flexible and better co-ordinated services, especially in the provision of accommodation for elderly people. The future of family care is discussed and questioned in the light of the earlier discussion and recommendations.

RYAN, C A; WILLIAMS, L S
A microeconomic analysis of the labour force status of older males.
Canberra, ACT: Bureau of Labour Market Research, 1984, 45p, tables (Working paper/ Australia. Bureau of Labour Market Research; no. 37)

This paper analyses the individual participation decision of males aged 55 and over in order to determine what factors influence their labour market state, be it full or part time employment, unemployment or not in the labour force. It uses the one per cent public use sample of households of the 1981 Census of Population and Housing. Various possible influences on the nature of older males' labour force participation are considered and tested. The probability of labour force participation of older men is found to decrease with age, with large drops occurring at the pension eligibility ages of 60 and 65 years. Increased education also increases the probability of an older male being in the labour force, as does living in a rural area, paying off a mortgage, or having a wife in the labour force. Evidence also suggests that the decision of couples to participate is made jointly, with couples both working full-time or both working part-time. The probability of working part time increases with increased education, house ownership, working in the private sector, being self employed, and having either a professional occupation or one in the service, sport or recreation area.

STRETTON, A; WILLIAMS, L S
Labour force participation at older ages: policy implications from BLMR research.
Canberra, ACT: Bureau of Labour Market Research, 1984, 23p. (Conference paper/ Bureau of Labour Market Research; no.43)

This paper considers policies which might affect the identified medium term trend to early retirement. Policies which might affect both recorded and hidden unemployment among older workers are also discussed. These include policies which protect older workers against dismissal, and policies to assist the reintegration of older unemployed into employment. Finally, the issue of the transition to retirement is addressed. A major feature of the interaction of the taxation and social welfare systems in Australia is the disincentive it provides to part time work at older ages. The paper concludes by suggesting several means by which this situation might be altered

TAYLOR, J
Support services for the ethnic aged.
In: Australian Institute of Multicultural Affairs. Community and institutional care for aged migrants in Australia: research findings. Melbourne, Vic: Australian Institute of Multicultural Affairs, 1986, p228-262

Focusing on support services within the community as distinct from accommodation facilities, considers six services which are ethno- specific or directed towards migrants and explores the extent to which they reach the ethnic aged: Adult Migrant Education Program; Grant-in-Aid Scheme; Migrant Resource Centre Program; Migrant Project Subsidy Scheme; Health Interpreters; Ethnic Health Workers. Discusses also the Community Employment Program, a job creation scheme which has funded, among its many projects, some services for the ethnic aged. The diversity, limitations and potential of the programs in relation to the aged are discussed.

WILLIAMS C
The 'work ethic', non-work and leisure in an age of automation.
Australian and New Zealand Journal of Sociology v.19 Jul 1983: 216- 37

This article examines the attachment to the 'work ethic' and the potential for increased leisure in the face of the promise of micro- processor and microelectronic technology and situates it within the history, nature and meaning of paid work in western capitalist societies. In a world of steadily shrinking employment, a strong adherence on the part of the young to the 'work ethic' is noted. Drawing upon a data sample of nearly 1000 Telecom employees in Queensland, the attachment of technicians to paid work is assessed. As highly skilled workers they are found to be intensely bound to paid work except for those aged 51-60. An interest in early voluntary retirement is also present amongst those over 40. The young and the older age groups are preparing to bear the brunt of dwindling opportunities for paid employment. Just as adherence to the work ethic is strong, so concepts of leisure are inappropriate for the kind of society which lies ahead.

CAREER DEVELOPMENT AND EFFECTS ON FAMILY LIFE

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BREWER, A M; CUNNINGHAM, J D; OWEN, J
Self esteem, sex roles, and domestic labour in single career and dual career couples.
Australian Journal of Sex, Marriage and Family v.3 May 1982: 77-86

Differences in self-esteem and selected aspects of the domestic division of labour were compared using a survey sample of 80 married couples, half of whom had a dual career marriage pattern. Self esteem was positively related to masculinity in both wives and husbands and was higher for career wives than housewives. The husband's self esteem in dual career marriages was somewhat lower than that in single-career marriages. There was no reduction in household task performance but there was lower decision power and less sharing of responsibility for the career wife. The relationship between career status of the wife and her self-esteem was shown to be mediated by performance of household tasks: wives and husbands who did less relative to their spouses had higher self-esteem.

BREWER, G
The impact of work on family functioning: a review of the literature.
Melbourne, Vic: Institute of Family Studies, 1983, 50p. (Occasional paper/ Institute of Family Studies; no.3)

This paper discusses the connection between work and family functioning by critically reviewing relevant literature, especially that concerning empirical research. Special attention is given to Australian literature and data. The paper focuses on the following key areas: income and work; unemployment; causes and consequences of dual-working; child care provision; hours of work, notably shiftwork; industrial health; and leisure.

EYLAND, A; LAPSLEY, H; MASON, C
The attitude of husbands to working wives
Australian Journal of Social Issues v.18 Nov 1983: 282-288

Analyses responses to a questionnaire survey of the attitude of 256 husbands of working and non-working wives who had previously been surveyed in relation to their workforce experience. Variables which could affect responses were considered. It was found that neither the level of education of the husband nor his age were statistically significant indicators of his attitude towards working women.

COOMBES, P A; COOMBES, W H
Marriage/ family and career life education for dual-career couples: or what are we doing?
In: Making Marriage and Family Work National Conference (1986: University of Melbourne). Collected papers. Melbourne, Vic: Marriage Education Institute, 1986, p89-102

This paper identifies 15 years of research on dual-career couples which is not reaching many individuals who are leading this demanding and rewarding lifestyle. Many dual-career couples find the models of marriage learnt from their parents of households where father worked in the market place and mother ran the home are not appropriate for their contemporary lifestyles. They are dependent upon their own experimentation to find new ways of organising marriage and family, life and careers. The authors argue that this process of changing the 'maps in our heads' of marriage and family life can be reshaped and reframed through educational programme and self-help groups. Examples of marriage/family and career life education programmes, consultancies and self-help groups from USA and Australia are cited as examples of how this might be achieved.

EDGAR, D
The family in between: the hidden factor in employer/ employee relationships.
Unpublished paper, 1986, 14p, ill., tables. Address to the Business Council of Australia Conference, Sydney, September 18, 1986

This paper focuses on the family and work. That is, how does family life affect work productivity and what is the impact of work on the quality of family life? Background information on the Australian family and participation in the workforce of people with dependent children is provided. The author looks at absenteeism and its possible family related causes and the role of management in relieving this problem. Programs developed in the United States are described and their possible relevance for Australia pointed out.

NEWBY, L; OWEN,C
Who is holding the baby: issues in policy development on workers with family responsibility: the WA experience.
Unpublished, 1986, 12p. Paper presented at Second Australian Family Research Conference, Melbourne, November 1986.

Traces how female spouses came to assume primary responsibility for family care and maintenance, and how this has influenced the relegation of women in the workforce to marginal occupations characterised by low pay and poor working conditions. Policies developed in Australia did little to contest the prevailing ideology of home and family as 'women's work' until 1981 when Australia became a signatory to ILO Convention 156. This Convention on workers with family responsibility takes steps towards reducing the gender based separation between work and family. The paper reviews government initiatives to implement the Convention in Australia and overseas, and looks at the establishment in Western Australia of a tripartite Task Force which includes implementation of the Convention as part of its terms of reference. Legal and other policy options available to government in promoting the accomodation of family responsibilities in the workplace are identified. The advantages and limitations of the Convention as a vehicle for reform are examined and barriers to progress within the organisation of work and attitudes to family life and women. Strategies for overcoming these barriers are suggested.

RAPOPORT, R; RAPOPORT, R N
Work and the family.
Melbourne, Vic: Institute of Family Studies, 1981, 26p. (Discussion paper/ Institute of Family Studies; no.3)

The paper explores the question - what, in this world of change (and even chaos and conflict), is to be the relationship between work, family and leisure? It examines recent social changes and demographic and economic trends, types of work- family interaction, stressful elements in the family or work situation which impose strain on family life, and the ways in which such strain can be alleviated. The challenge of finding new patterns of inter- relationship between work, family and other interests is discussed.

RUSSELL, G
Maternal employment status and father's involvement in child care.
Australian and New Zealand Journal of Sociology v.18 Jul 1982: 172- 179

The present paper examines the impact that maternal employment status (mother not employed, employed part-time, employed full-time) has on the time spent by Australian fathers on child care tasks, play, and other interactions with their children. In general, the findings were consistent with recent time-use studies from other countries in showing that father-participation is not strongly associated with maternal employment status. The impact was greatest for families with young children: with children under three years of age, fathers were slightly more involved if mothers were employed. Preliminary findings indicate that when mothers are employed fathers take more responsibility for children. Future research needs to investigate this finding in more depth by focusing on actual and perceived responsibility for child care tasks and paying attention to families where fathers share equally, or have major responsibility for children.

WOLCOTT, I
Work and family well-being: satisfactions, strains and strategies.
Unpublished, 1986, 34p, tables. Paper presented at Second Australian Family Research Conference, Melbourne, November 1986.

This paper describes the impact of work on family life in a sample of 18-34 year old men and women interviewed in the 1981 Family Formation Study conducted by the Australian Institute of Family Studies. Respondents were asked how their job, and if partnered, how their partner's job, affected family life. The paper focusses on partnered respondents. Recent trends toward increased participation of married women with children in the paid workforce have focussed attention on the pressures and tensions resulting from balancing the conflicting demands of work and family responsibilities. Causes of stress have been rigid work schedules, the 'spillover' of physical or emotional stress from work to family, and the lack of community supports such as child care. The level of conflict has been related to the age of children, the type of work, the priorities given to family and work roles, and attitudes toward the roles of men and women. The paper compares the impact of work on family life between couples with children and those without where both partners work. Sex and social class differences are examined. The paper concludes with some observations on how the corporate world has responded to the issues of workers with family responsibilities.

DISABLED AND EMPLOYMENT

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AUSTRALIA. Human Rights Commission
A badge of exclusion: epilepsy and human rights.
Canberra, ACT: Australian Government Publishing Service, 1985, 144p.
(Occasional paper/ Australia. Human Rights Commission; no.7)

Reports on a project which aimed to identify human rights problems associated with epilepsy, to help people with epilepsy, and also to see their problems as part of the problems experienced by all those who have 'hidden' disabilities. Methodology included a phone-in; articles in country newspapers and in appropriate group and organisation newsletters describing the project and soliciting responses about difficulties experienced and suggestions for change; inviting views from self-help groups; a literature search; a questionnaire to obtain information about professional education. Chapters in the report cover: description of epilepsy; public education; school education; professional education; mobility; provision of services; employment; residential options; insurance and superannuation; immigration.

AUSTRALIA. NATIONAL LABOUR CONSULTATIVE COUNCIL
Disabled people: working for a better future; a statement of principles and guidelines.
Canberra, ACT: Australian Government Publishing Service, 1982, 16p, ill.

This paper presents guidelines from the National Labour Consultative Council for employers on the employment and training of disabled persons.

COOPER, G D; JONGELING, S
Factors affecting employment opportunities for, and employer attitudes towards persons with disability: results of a survey.
Australian Rehabilitation Review v.7 no.1 1983: 23-30

As part of the process of establishing a work preparation centre in Western Australia, a survey of employers was undertaken. The aims of the survey were: to identify possible job opportunities for future graduates of the work preparation program; to determine the attitudes of employers in relation to the employment and vocational training of disabled persons; to determine the attributes sought by employers when recruiting workers; and to facilitate future liaison between employers and the centre. Findings are discussed in relation to the findings of similar surveys and in terms of implications for the nature and emphasis of the program to be offered in the work preparation centre.

DREDGE, R; CONWAY, L
Aspects of equal employment opportunity in Australia - part 1.
Work and People v.6 no.3 1980: 3-11, tables

The concept of equal employment opportunity (EEO) has not yet generated as widespread support in Australia as in the United States and some other countries. However, EEO units exist in Australia in areas of the public sector and programs have been implemented in private industry which enhance the employment opportunities of specific disadvantaged groups i.e. Aborigines, migrants, women and disabled persons. This article examines legislation and machinery in the area and describes some of the EEO initiatives implemented in Australia, in the light of relevant overseas experiences.

DREDGE, R; CONWAY, L
Aspects of equal employment opportunity in Australia - part 2.
Work and People v.7 no.1 1981: 17-22, ill.

An equal employment opportunity (EEO) program is a positive program to ensure that employees receive equitable treatment in recruitment, selection, staff development and promotion policies. This is the second part of an article which looks at the development of EEO in Australia. Guidelines for the implementation of an EEO program and programs introduced in four Victorian enterprises are described. These four programs were 1) employment of Aborigines at the University of Melbourne, 2) placement of disabled workers at General Motors Holden, 3) career planning for women in a statutory authority, and 4) role of women in The Shop Distributive and Allied Employees' Association (SDA).

ELLIS, J
Future programs: who funds and who administers?
Australian Disability Review v.1 no.2 1984: 22-25

Outlines the needs of disabled people, particularly in vocational training and work areas, and addresses the question of who should fund and who should deliver work, training and post- school education for the disabled. Strongly recommends working towards regionalisation, with government and community funding combining in a formal regional co-operative venture.

EMPLOYMENT opportunity and the HACC Program.
CSV Links no.14 Feb 1987: 7

The HACC program (Home and Community Care program) aims to provide a better range of integrated and comprehensive services for older and disabled people. The biggest area of employment is in the home help service which in 1985-86 employed nearly 5,500 people in local government authorities.

EVANS, N
Supported jobs: a Queensland experience.
Interaction v.1 Feb 1987: 5-10

Reports on the efforts of the Community Employment Support Agency (CESA) that was an integrated vocational option termed Supported Jobs (SJs) to serve a specific target population in Queensland. The project is described,

and wider societal issues which have exerted a distinct influence on the effort to integrate persons with intellectual disabilities into the community, are highlighted. Both positive and negative aspects of implementation are presented.

FISHER, F G
The hidden majority: the plight of the non-visibly disabled.
New Doctor no.21 Sept 1981: 37-40

Sufferers of chronic, physical diseases, the largest group of disabled persons in the community, are not usually considered as disabled. This paper attempts to illuminate the general conditions under which these people must live. It begins by outlining the various institutional blocks to the non-visibly disabled in employment, education and the search for material security. The remainder of the paper examines the realities of coping with chronic disease at the personal level, and then in the work place, in relations with the medical profession and in social life. The conclusion makes a plea for recognition and easing of the lot of the non- visibly disabled, not on the basis of any call to 'fairness' but on the basis of the absolute requirement of a robust, independent society for diversity and a certain level of disorder.

FUNNELL, S C
Transition of handicapped students from school to work: an evaluation of the NEAT paid work experience program for handicapped secondary students.
Australian Journal of Social Issues v.18 Feb 1983: 33-54

The NEAT Work Experience Program for Handicapped Secondary Students is one in which students are paid award wages for their work and employers receive a subsidy for training them. An evaluation of the program suggested that the program had improved the employment prospects of its participants, had assisted their adjustment to work and had made them more independent with respect to financial management, use of transport and selection of appropriate clothing. Employers become more favourable to the employment of handicapped people as a result of participation in the scheme. Moreover the scheme has enabled schools to make their programs more relevant to the working world.

GALLAGHER, S
SEARCH helpmates.
Interaction v.1 Feb 1987: 15-16

SEARCH (Southern Employment and Recreational Community Hub) is run by a committee of management and is located as a community business in a main shopping centre (Moorabbin, Vic). The program offers employment to people who have intellectual disabilities and provides access to community resources and support. Helpmates (participants) are involved in all facets of the administration and in decision making procedures. The program is jointly funded through the Commonwealth Department of Community Services and the Victorian State Department of Community Services.

GALLIGAN, A
The Commonwealth Rehabilitation Service.
Australian Disability Review v.1 1987: 15-18

The Commonwealth Rehabilitation Service comes under the Commonwealth Department of Community Services. It aims to provide high quality accessible rehabilitation services to people with disabilities who are in the broad working age range. The services aim to assist people with disabilities to make substantial gains towards employment, personal independence within the community, and/ or the capacity to undertake household duties. The structure of the service in Townsville is explained, and an outline given of the programs provided and the type of clients with whom work is done.

HANSEN, N
What is wrong with the present system?
Australian Disability Review v.1 no.2 1984: 29-33

Highlights some of the underlying problems in the system by which the Commonwealth Government subsidises the voluntary sector to provide sheltered employment and activity therapy services to disabled people. States that we have a system that defeats itself: it claims to assist handicapped people but it creates dependence on special services and relegates handicapped people to recipients of charity. Calls for regular and independent assessment of the needs of each disabled person and a flexible funding system whereby organisations accepting people with more severe disabilities could be adequately compensated for the additional cost of providing a service to such people. Examines the original objectives of the sheltered employment and activity therapy programs, showing that they are not so different from what is wanted today; records some of the measures taken by the Government to try and overcome problems; and, suggests areas in which voluntary organisation staff could review their present position.

HAYES, S C; HAYES, R
Mental retardation: law, policy and administration.
Sydney, NSW: Law Book Company, 1982, xxviii, 428p.

Aimed at a wide audience, this book explains the legal rights and status of retarded people, and relates these to the questions of what is best for retarded people and for society as a whole. Chapters comprise: the law and the mentally retarded citizen; before birth-medical genetics; issues in the medical care of retarded people; education; living and working; benefits and subsidies for mentally retarded citizens; controlling the service agencies; guardianship; financial and property management; rights of mentally retarded people; compensation for injury and outrage; access to justice; the criminal law and the retarded person.

HIDDEN costs to employment.
CSV Links no.14 Feb 1987: 8

People with disabilities often face barriers and extra costs in their quest for employment. This is due to a variety of factors, not the least of which

is that people perceive the disability as primary rather than the abilities of the person to do the job. Examples of inequities are cited and services are described which address some of the issues relating to the employment of people with disabilities.

JUNOR, C L
Disabilities, employers and employees: some issues.
Australian Journal of Social Issues v.20 Nov 1985: 295-307

Disabled people are not only capable of being satisfactory employees but often prove superior in terms of continuity, dependability and low rates of occupational injury. Problems in employment of disabled people arise from poor understanding of disablement by employers and the community generally, poor occupational preparation and self-presentation by disabled workers and the current tight job market. Suggestions are made for improving employment opportunities for disabled workers.

KREVER, R
Tax expenditures for disabled persons.
Australian Social Welfare Impact v.15 May 1985: 9,10,26,28

It has been proposed that our tax law be reformed to allow working persons with disabilities deductions for the expenses they incur transporting themselves to work and for the maintenance costs of implements used in the course of employment. Author argues that, while it is necessary to dismantle the financial barriers preventing complete social integration by this segment of our community, the income tax system is not the preferable tool for disbursing that assistance and the proposed changes to the operation of our income tax law are undesirable from both tax policy and community welfare perspectives. The assistance provided by altering the tax system would be both inefficient and insufficient. Persons unable to work are equally deserving of integration assistance in the social activities in which they can participate. Furthermore, by treating the expenses of integration as the responsibility of individual disabled persons, it will divert attention from the real social responsibility conveniently ignored by the government.

LANGER, A
Personal computers and people with disabilities.
Australian Disability Review v.2 no.4 1985: 28-33

Argues that a videotext network for people with disabilities should be given top priority, because it is a means of providing effective communications among people who have difficulty travelling and communicating, and therefore difficulty organising to insist on their needs being met. States that once videotext becomes widely used, the charges will become insignificant and within the reach of people with disabilities. Also, for anyone who is not totally incapacitated, the use of a computer for communications can place them on an entirely equal footing with a non-disabled person doing any kind of office work. Explains different uses to which people with different disabilities could put computers, and urges that

the contents of all the world's libraries be placed on-line, suggesting how problems caused by copyright could be addressed.

MURPHY, G; GWYNNE, M; CARNIE, J
Preparing mildly intellectually disabled young adults for open employment: the South Yarra Work Preparation Program at the Alfred Hospital.
Australian Disability Review v.3 no.1 1986: 29-33

This paper describes the operation and outcomes of a work preparation program designed to assist mildly intellectually disabled young adults to obtain open employment. The results achieved by the program have been encouraging in that (a) the participants were very satisfied with the training received; (b) the participants' work- related behaviour while in the program was comparable with, if not superior to, that of comparison groups, and (c) a majority of the participants were employed at follow- up.

NEW SOUTH WALES. ANTI-DISCRIMINATION BOARD
Discrimination and intellectual handicap: a report of the Anti-Discrimination Board in accordance with Section 119(a) of the Anti-Discrimination Act 1977.
Sydney, NSW: New South Wales Anti-Discrimination Board, 1981, 383p.

Report defines intellectual handicap and what constitutes discrimination, and analyses the situation of the intellectually disabled under the following headings: prevalence and causes of intellectual handicaps; health services; education; accommodation; vocational training and employment; goods and services; the rights of the intellectually handicapped. In the light of the evidence obtained by the Board which demonstrates widespread discrimination against people with intellectual handicaps, major recommendations are made in the areas of law reform (including affirmative action machinery), educational provision, the nature of residential services and the co-ordination of services.

NEWTON, B
Meeting future challenges.
Australian Disability Review v.1 no.2 1984: 26-29

Notes that the sheltered workshop industry is now in a state of crisis and uncertainty, and offers suggestions on how to achieve a more positive orientation towards the goals of Activity Training Centres (ATCs) and sheltered workshops.

OGREN, E H; LAURICELLA, J M
A first look at an employability index.
Australian Disability Review v.1 no.2 1984: 44-52

Employability is viewed as a person's ability to obtain and maintain a job in open or sheltered settings. Categories from the International Classification of Impairments, Disabilities, and Handicaps have been utilised in developing a four-factor Employability Index for individual

assessment (predictive or evaluative), not including vocational skills. The Index has been tested on young disabled adults and school leavers. As employability is not an absolute characteristic, suggestions are made for assessing relative environmental and social conditions.

OVERTON, S
Disability management: health promotion or employee assistance.
Australian Disability Review no.3 1984: 37-41

The new concept of disability management in industry is defined and discussed in conjunction with the already adopted concepts of health promotion and employee assistance. Historical views of each concept are examined in order to create a unified definition which includes all concepts. The assumption that a unified definition will enable practitioners to use these concepts in industry settings is made. Implications of the new unified definition are then discussed.

PARENTS' CONFERENCE (1984: Curtin, ACT)
The voice of the parent: report on the Parents' Conference held at ACROD House, 27-28 September 1984.

Canberra, ACT: Australian Council for Rehabilitation of Disabled, 1985, 24p, ill (ACROD disability issues) This report, prepared by Rieteke Chenoweth, outlines issues covered in papers and discussed at the Parents' Conference organised by the Australian Council for Rehabilitation of Disabled (ACROD) in September 1984. Topics include: information sharing between parents; family pressures; services; respite care; school integration; post school employment; the concerns of the ageing parent;

PARMENTER, T; RICHES, V; HAURITZ, Mtowards a parent network.
Employment of the physically disabled: an untapped potential.
Work and People v.7 no.2 1981: 9-12, tables

Lack of vocational preparation has been a major factor impeding intellectually disabled people from successfully entering the workforce. Work Preparation Centres, catering for mildly intellectually disabled adolescents, in Granville, NSW and South Yarra, Victoria, have provided this group with the opportunity to enhance their job prospects and as a result improve the quality of their lifestyle. Programs were structured around the results of a survey of employer attitudes towards employing intellectually disabled, conducted in Sydney in 1978- 79.

PATERSON, P
Manpower program evaluation activities of the Bureau of Labour Market Research.
Canberra, ACT: Bureau of Labour Market Research, 1982, 21p (Conference paper/ Australia. Bureau of Labour Market Research; no.12)

One function of the Bureau of Labour Market Research is to undertake evaluation studies of the manpower programs and services administered by the

Department of Employment and Industrial Relations. In this paper attention is given to the youth labour market programs projects. The programs covered, the broad approach taken and the specific research design of the study are documented and related to the information needs of policy- makers and the conceptual and practical problems of manpower program evaluation. Programs evaluated include education based, e.g. Education Program for Unemployed Youth, employment based, e.g. Special Youth Employment Training Project, and specialist programs, e.g. for Aborigines and the disabled. Some preliminary results from work to date are presented. Finally, some evaluation issues of wider interest that are raised in undertaking the youth programs project are discussed.

RADFORD, G
EEO programs in the Australian Public Service and the Public Service Reform Act.
Canberra Bulletin of Public Administration v.12 no.1 1985: 32-42

Outlines early initiatives and specific programs in the Australian public service with regard to equal employment opportunities for women, people with disabilities, Aboriginal people, and people whose first language is not English. Also describes the equal employment opportunity provisions of the Public Service Reform Act 1984 and explains benefits which will result from its introduction in the Australian Public Service and Commonwealth Government employment generally.

WARD, J; PARMENTER, T R; RICHES, V; HAURITZ, M
A summative report of a work preparation program for mildly intellectually disabled school leavers.
Australian Disability Review v.3 no.1 1986: 7-13

This paper presents the results of a summative study which was conducted to determine the effects of a Work Preparation Centre program, established as a model program by the Australian Commonwealth Rehabilitation Service for mildly intellectually disabled adolescents. After six years, 385 subjects had been trained in the Centre. Using a stratified proportionate sampling technique one hundred and ten subjects were selected for interview. On the basis of their vocational and social adjustment, implications for program refinement are identified.

DISCRIMINATION IN EMPLOYMENT

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AUSTRALIA. Human Rights Commission; Australia. Office of the Status of Women; Australia. Attorney-General's Department
A guide to the Commonwealth sex discrimination legislation.
Canberra, ACT: Human Rights Commission, 1984, 14p

This booklet is designed as a guide to the Sex Discrimination Act: where, to whom and how it applies. It provides information on discrimination in employment; education; accommodation and the disposal of land; provision of goods, services and facilities; activities of clubs; the administration of Commonwealth laws and programs. Also provides information about advertisements; acts to which the legislation does not apply; the role of the Human Rights Commission and the Sex Discrimination Commissioner; how complaints are made and resolved; offences.

BREAKING the gender barrier: Breaking the Gender Barrier Conference, Melbourne, July 1986.
CREATE no.7 Sept 1986: 12-15, illus

Summarises the conference discussions and presents a detailed summary of the paper by Jenni Neary, Director, Employment and Training Division, Victoria, Department of Employment and Industrial Relations. The conference focused on education and training for women and women in employment in Victoria. Resolutions were presented for a policy for systematic changes in education and employment; a campaign group for lobbying and publicity was also formed. Conference jointly sponsored by Women's Education and Employment in Victoria (WEEV) and the Teacher's Federation of Victoria.

BRERETON, D
Comparable worth concept rejected.
Legal Service Bulletin v.11 Apr 1986: 87-89

Explains comparable worth assessment and why it is hardly surprising that the Arbitration Commission in its recent test case decision was unwilling to endorse the use of comparable worth assessment as a means for orrecting sex-based wage inequities. Argues that the Council of Action for Equal Pay (CAEP) needs to think seriously about the direction which the equal pay campaign should take in the future. It might make more sense in the shorter term to concentrate on improving the access of women to better paying jobs, and on influencing the distribution of overtime and over-award payments, rather than attempting to achieve a wholesale evaluing of women's work.

BURTON, C
Merit and gender: organisations and the mobilisation of masculine bias.
Australian Journal of Social Issues, v.22 May 1987: 424-435

Within work organisations, perception of gender-based competencies and inclinations affect assignment and other practices and thus the distribution of women and men among different opportunity structures. Five illustrations are provided to support the view that ideas about masculinity and femininity are embedded in organisational arrangements. The opportunity to accumulate merit and the attribution of merit appear to be structured along gender lines.

CHAPMAN, B J
Affirmative action for women: economic issues.
Australian Bulletin of Labour v.11 Dec 1984: 30-42

On 5 June 1984 the Prime Minister tabled a policy discussion paper on Affirmative Action for Women. This article investigates two propositions fundamental to the Green Paper's aim to secure a diminution of the inequalities in employment opportunities between the sexes. The first is that the contemporary Australian labour market is characterised by disparate opportunities, a point that is allegedly evidenced by the existence of women's relatively low average earnings and concentration in occupations of low economic status. The second set of issues relate to the likely consequences of the affirmative action recommendations of the Green Paper. Essentially these recommendations amount to attempts to influence employers' perceptions of the job potential of women and, indirectly, women's perceptions of their own job potential. If it is true that some part of the disparate employment opportunities are a consequence of misinformation and role- stereotyping, policies of the form suggested in the Green Paper are likely to have some success in changing existing outcomes.

CURTHOYS, A
The sexual division of labour: theoretical arguments.
In: Grieve, N; Burns, A, eds. Australian women: new feminist perspectives. Melbourne, Vic: Oxford University Press, 1986, p319- 339

Government programs to address segregation between men's work and women's work rest on theoretical assumptions, and a consensus about causation of segregation is needed. Author sets out to disentangle and relate the various elements supposed to contribute to job segregation by reviewing some of the major theories and approaches to the problem of explaining how sexual divisions in the labour market arise. Discusses biological differences, inherited ideologies, socialisation, human capital theory, labour market segmentation, employer discrimination, male workers and industrial organisation, and skill claims, made by men. Concludes that it is clear that sexual division, in the labour market arises from an interaction between bio-cultural tradition and practices on the one hand, and the specific institutions of capitalist production on the other. Attempts to specify the nature of this interaction more precisely.

DEACON, D
Equal opportunity and Australian bureaucracy 1880-1930.
Australian Quarterly v.57 nos.1 and 2 1985: 32-46

The dual labour market is an important distributive mechanism by which women are disadvantaged in their access to valued social goods such as autonomy, power, wealth and esteem. The research reported in this article examines the construction of a dual labour market in clerical/ administrative work in an Australian bureaucracy at the turn of the century, and links this with the process of state formation. In doing so, it demonstrates the role of state bureaucrats in the construction of an autonomous and interventionist state, describes the struggle of two state organisations to maintain their influence and autonomy, and shows the influence of this process on civil society, in particular on the female labour market.

DORAN, J
Trade unions and affirmative action.
In: Gaining ground: affirmative action for women in the social and community services; proceedings of a conference on 26 February 1986. Fitzroy, Vic: Brotherhood of St Laurence, p23-26

Outlines the policy of the Australian Council of Trade Unions (ACTU) on affirmative action and explains why this is an industrial issue and why trade unions need to be involved in affirmative action programs.

EVANS, M D R; KELLEY, J
Immigrants' work: equality and discrimination in the Australian labour market.
Australian and New Zealand Journal of Sociology v.22 Jul 1986: 187- 207

One Australian in five is an immigrant, and almost as many again are the children of immigrants. Most have done well in Australia, but some, particularly Mediterranean immigrants, have not. This paper examines whether this disadvantage reflects differences in education, labour force experience, and English proficiency or whether it is due to discrimination against immigrants. To answer this question we use the public-use sample of the 1981 Census. We estimate a regression model separately for natives, for each of five immigrant groups, and for each of six groups of the second generation. Our model adjusts for education, labour force experience, and language skills. It allows for possible differences between education obtained in Australia and abroad, for differences in labour force experience in Australia and abroad, and for various curvilinear effects. Once differences in endowments are taken into account, we find no evidence of discrimination against immigrants. Further, both immigrants who came to Australia as children of the second generation do as well as longer established Australians, and perhaps better.

FINNIE, E G
Women in management: the missing regiment.
Work and People v.8 no.1 1982: 32-35, tables

A survey undertaken by the Office of Women's Affairs in the Victorian Premier's Department in 1979 examined the incidence of female managers in large companies and also ascertained organisational attitudes to the

promotion of women. 57 of the top corporations in Victoria responded. Although 24% of all employees were female, only 0.13% of managers were female. Industries in which women were most prevalent, such as retail and banks, has the lowest percentage of female managers. 51% of organisations reported no interest in employing women at high levels and only 23% encouraged promotion of women. A similar lack of women in high level jobs was reported in studies on the Victorian and Australian Public Service. Possible explanations and remedies, including the effects of legislation, are discussed.

GAME, A; PRINGLE, R
Sex-typing in computerland.
Australian Society v.2 May 1983: 3-8

Focuses on one of the myths about the computer industry, namely that because it is a new industry, it is not organised around gender in the 'old fashioned' way and is open to men and women on equal terms. Authors show that gender divisions are as central in a new industry where jobs are supposedly non-sex-typed as they are in others. The sexual division of labour is not a remnant from the feudal past that is gradually being eliminated but is a fundamental structural feature of capitalist society. A gender analysis also brings into focus some other limitations in the ways we have thought about the history of data processing.

HARGREAVES, K
Women at work.
Ringwood, Vic: Penguin Books, 1982, xi, 402p.

Examines the crucial issues relating to women and employment, many of them articulated in workers' own accounts, and shows that the dramatically increased employment participation of women in Australia constitutes a major challenge to organisation in the workplace and to traditional attitudes about women's role in the society at large. Chapters cover: working women - a historical perspective; towards a working women's charter; the right to work; discrimination; migrant women; hours and work patterns; health and safety; child care; women and unions; prospects for the 1980s.

HIDDEN costs to employment.
CSV Links no.14 Feb 1987: 8

People with disabilities often face barriers and extra costs in their quest for employment. This is due to a variety of factors, not the least of which is that people perceive the disability as primary rather than the abilities of the person to do the job. Examples of inequities are cited and services are described which address some of the issues relating to the employment of people with disabilities.

INTERVIEWING principles and the Equal Opportunity Act.
Create Jan/ Feb 1987: 12-13

Suggestions are made to help provide employers with the most effective means possible of gauging the suitability of applicants for job demands while still protecting the rights of applicants.

JAMIESON, P
Discrimination: ethnic communities and equal opportunity legislation.
Migration Action v.8 no.1 1986: 17-20

This article is based on a report by Priscilla Jamieson describing a project conducted by the Ecumenical Migration Centre for the Equal Opportunity Board of Victoria. The project set out to inform ethnic communities - specifically the Greek, Turkish and Indo Chinese communities - about the provisions of the State's Equal Opportunity Act, and to encourage them to make use of this legislation. Many instances of discrimination were uncovered during the course of the project, particularly in the areas of employment, accommodation, education, goods and services, and racial harrassment. Suggestions are made for ways to help people make use of the Equal Opportunity mechanisms, and for amendments to the Act aimed at addressing areas of discrimination.

JONES, F
Income inequality.
In: Broom, D H, ed. Unfinished business: social justice for women in Australia. North Sydney, NSW: George Allen and Unwin, 1984, p101- 115, tables

This paper deals mainly with two surveys relating to income inequality, the first before the first federal equal- pay decision and the second four years after the phasing in of a second and more inclusive equal- pay decision of the federal arbitration authorities. Author documents the changes that have occurred in the relative incomes of Australian women and men, mainly as a result of equal- pay decisions, and assesses changes in the degree of inequality in individual incomes of different kinds. Bruce Chapman comments on this paper (p.116-119), enumerating additional problem areas for future analysis and research.

JONES, F L
Sources of gender inequality in income: what the Australian census says.
Social Forces v.62 Sept 1983: 134-152

Both historically and comparatively, under competitive and state directed labor markets, women have not earned incomes equal to those of men. While in Australia equal pay decisions have in less than a decade increased the female/ male earnings ratio by almost one third, a high and relatively stable degree of occupational segregation makes it questionable how far equal pay decisions can increase the lower lifetime incomes that women earn compared with men. Data from the 1976 Australian census, which allow some assessment of how worker characteristics and the sex- typing of jobs affect

the lower incomes of women, lead to the general conclusion that, while direct wage discrimination may have been virtually eliminated, occupational segregation by gender, discontinuous career patterns and part time employment continue to depress the earnings of women.

KEATING, M
Employment policy and affirmative action.
Canberra Bulletin of Public Administration v.12 no.1 1985: 9-13 The purpose of this paper is: to place affirmative action within the framework of the government's overall employment strategy; to provide a profile of the position of women in the Australian workforce; to discuss the importance of occupational segmentation as a causal factor in women's unequal labour force position; to demonstrate the importance of affirmative action policies in breaking down segmented labour markets; and to outline some priorities for action under affirmative action plans.

KOLLER, K; WADE, R; GOSDEN, S
Youth unemployment: the special case of young women.
Australian Journal of Social Issues v.15 Feb 1980: 43-48, tables

A Tasmanian unemployment survey revealed that young women face a restricted job spectrum. Despite indicators of a better education, support of family and friends and a higher status employment record, young unemployed females experience significant psychosocial adversity. Role and occupational stereotyping and denial of skills, reinforced by earlier educational limitations, lead to gross disparity in the amount, type and status of work available to young women.

LANDAU, C E
Recent Australian legislation and case- law on sex equality at work.
International Labour Review v.124 May-Jun 1985: 335-351

Australia's policy of equal opportunity and treatment in employment is based - at both the federal and the state level - on international instruments adopted in the field of human rights: International Covenant on Civil and Political Rights, on equal remuneration and discrimination in employment and occupation, on workers with family responsibilities and termination of employment (under consideration) and the United Nations Convention on the Elimination of All Forms of Discrimination against Women (ratified by Australia in 1984). The incorporation of the last- mentioned instrument into federal Australian law by the adoption of the Sex Discrimination Act of 1984 and the setting up of machinery for its implementation would seem to be a good occasion for surveying the Australian approach to the elimination of sex discrimination at work. Federal and state laws on the subject of sex equality constitute a 'marble cake' of rules stemming from concurrent jurisdictions whose application overlaps in practice. Another important source of standards - unique to Australia - lies in the industrial awards, determinations and agreements, especially the awards of the Conciliation and Arbitration Commission. The article discusses state and federal law, awards, and relevant case law and evaluates their progress in achieving sexual equality in the workplace.

MacLELLAN, N
Employment: taking BHP to court.
Australian Society v.2 Oct 1983: 18-19

Describes a major test case of affirmative action for women working in traditionally male areas of employment. 33 women are seeking redress from a BHP subsidiary, Australian Iron and Steel, for the effects of former hiring practices. The women were first to be retrenched when the recession hit because of lack of seniority, the company having only recently given women jobs following anti- discrimination action.

MARLES, F
Discrimination in the workplace: where is the law now pointing.
Human Resource Management Australia, v.24 Aug 1986: 38-41

Sex discrimination remains the most widespread, persistent and common form of unequal opportunity in the community. After a decade in which women's issues have been politically acknowledged, anti-discrimination laws enacted, and affirmative action programs begun, the social reality for women in Victoria has not changed dramatically. Women earn on average only two-thrids of their male counterparts' wages; are concentrated in the lower ranks of most enterprises; are likely to be rated less favourably both as credit risks and prospective tenants; and provision for their income maintenance in old age is less adequate than for men. In general, women continue to confront social, industrial, and even legislative barriers, the practical effect of which is to marginalise women. Weaknesses in the present legislation are identified and the steps in staff appoaintments examined to illustrate the points at which direct and indirect discrimination can occur. Future trends are seen to be in the categories of change in policies and practices in the anti-discrimination field, amendments to anti-discrimination statutes, and new legislation in allied areas.

O'DONNELL, C; GOLDER, N
A comparative analysis of equal pay in the United States, Britain and Australia.
Australian Feminist Studies no.3 Summer 1986: 59-90

Authors examine the relationship between wage fixation principles, recent discrimination legislation and the issue of equal pay. The article begins with a brief overview of how these issues have been handled in the United States and British context and then goes on to discuss the Australian situation in more detail. The issues of comparable worth of different skills and occupations are also examined. A comment on this article by Johnson, C and Wajcman, J appears on p91-95.

O'NEIL, P
Challenging male privilege.
Human Rights Newsletter no.18 Jul 1986: 4-5

Describes how Australia's labour force system leads to women's exclusion from traditional masculine work and to their economic deprivation. Notes that women have been making some headway against the highminded desire to 'protect' them, and that the Sex Discrimination Act should be a source of encouragement to women trying to breakdown traditional barriers.

RADFORD, G
EEO programs in the Australian Public Service and the Public Service Reform Act.
Canberra Bulletin of Public Administration v.12 no.1 1985: 32-42

Outlines early initiatives and specific programs in the Australian public service with regard to equal employment opportunities for women, people with disabilities, Aboriginal people, and people whose first language is not English. Also describes the equal employment opportunity provisions of the Public Service Reform Act 1984 and explains benefits which will result from its introduction in the Australian Public Service and Commonwealth Government employment generally.

RONALDS, C
Employment discrimination committees don't work.
Legal Service Bulletin v.6 Feb 1981: 17-21

Analyses failings of the National and State Employment Discrimination Committees under the following headings: lack of visibility or accessibility to the community; failure to establish a viable avenue of investigation and redress of grievance; tendency to find complaints unjustified; failure to inform the public about the nature of complaints received; lack of information in annual reports about operations; composition of the committees. Argues that substantial changes are essential, and the the EDCs should be disbanded and their operations absorbed into an effective Human Rights Commission at a Federal level, empowered to deal with all grounds and areas of discrimination. Sets out criteria that such a Commission should meet.

SAWER, M, ed.
Program for change: affirmative action in Australia.
Sydney, NSW: Allen & Unwin, 1985, xxvi, 177p

This collection of essays sets out the origins of, and reasons for, affirmative action initiatives, and surveys the progress of programs. Each essay focuses on one arena of activity; each reveals the political factors which enable initiatives to develop; each explores the strengths and weaknesses of current programs. Affirmative action at work in New South Wales, Victoria and South Australia is examined. Issues mentioned include child care, child rearing, disabled persons, maternity leave, part time work, women's roles in the family.

SCUTT, J A
Legislating for the right to be equal: women, the law and social policy.
In: Baldock, C V; Cass, B, eds. Women, social welfare and the state. Sydney, NSW: Allen & Unwin, 1983, p222-245. (Studies in society 20)

Traces the history of feminist activity in Australia in relation to legislation governing civil rights and employment. Concludes that the results are contradictory because, despite much legislation which recognises the equality of the sexes, society is still patriarchal.

SIGGINS, I
Discrimination: Australia may hold back on UN convention.
Australian Society v.2 Apr 1983: 14-15

Anticipates that the Australian Government may say that it is not in a position to implement fully Article 11(2)(b) of the United Nations convention on the elimination of all forms of discrimination against women. The Article calls for progressive introduction of maternity leave with pay or with comparable social benefits without loss of employment, seniority or social allowance. Author shows that Australia lags far behind many comparable countries in respect of paid maternity leave. Reports on other aspects of discrimination against women in Australia, and argues that, since the components of the unequal status of women are so diverse, so must be the components of a solution. This is the context in which a policy of paid maternity support must be adopted.

THORNTON, M
The equality principle and the sexual division of labour.
Women's Studies International Forum v.9 no.1 1986: 13-18

This essay endeavours to show how substantive inequality is retained between the sexes in the workforce, despite the enactment of ostensibly egalitarian moves towards formal legal equality. Although the sexual division of labour is a major indicium of discrimination against women in the workforce, express conditions and exceptions, together with significant discretions accorded decision makers, militate against change. However, rather than jettison anti-discrimination and equal pay measures altogether, such mechanisms can be used to publicise the issues and to encourage women to assert themselves collectively. There is a clear correlation between the superior conditions of predominantly male unionists and their superior industrial power. For women, non- assertiveness in the labour market has been synonymous with exploitation in respect of both wages and conditions, and the main hope for change rests with women in predominantly female unions.

THORNTON, M
The NSW Labor Council and discrimination in employment.
Australian Quarterly v.58 no.3 1986: 238-256

This paper presents a critique of the New South Wales Labor Council's proposal to transfer jurisdiction relating to complaints from the Anti-Discrimination Board and the Equal Opportunity Tribunal to the industrial arena. The paper focuses on the effects for women who are shown to have long been formally assigned a lowly status within the industrial order. The traditional industrial approach is contrasted with the innovative nature of recent sex discrimination cases before the Equal Opportunity Tribunal. The paper seeks to show that the industrial model is not suited to handling complaints of discrimination in respect of either substance or procedure. Furthermore, the ramifications of the proposal are not only negative and disempowering for women, but also for Aborigines, migrants, the physically impaired and gays, all of whom are presently accorded an avenue of recourse under the Anti- Discrimination Act.

UNIONS, CAI agree on removing bias against women.
Women at Work v.6 Dec 1986 - Feb 1987: 4-5

The Australian Council of Trade Unions (ACTU) and the Confederation of Australian Industry (CAI) have reached agreement on a wide range of measures aimed at removing discrimination against women in the workforce. At a conference in Canberra in October 1986 the ACTU and employers joined the government in studying discriminatory awards and legislation covering women's employment. Agreements reached included: discriminatory provisions within federal awards be reviewed by the National Labor Consultative Committee and that the ACTU and CAI seek to reach agreement on removing these provisions; all awards be rewritten into gender- neutral language; legislative restrictions on women working with explosives, in underground mines, maintaining machinery and with abrasive blasting be removed; legislative restrictions on women working overtime and doing night work be removed.

WILLS, N; MORE, E
Prejudices of Australian middle managers: a survey.
Work and People v.7 no.2 1981: 3-4, table

To a large extent managerial behaviour and communication habits can be reflected in individual attitudes and prejudices. Many claim that such attitudes and prejudices have altered radically in the last two decades in Australia. Based on a three year survey (part of an on- going study) this article examines and disputes the accuracy of such claims and determines existing prejudices of Australian managers. The sample population consisted of white collar male workers (mostly Anglo- Saxon) over 35 who had been selected for in- house management training. The attitudes survey elicited reactions towards 30 community subgroups, including women's liberationists, religious and ethnic groups, professions, sexual minorities and disabled groups. Preliminary results indicated high acceptance of some religions and professions and low acceptance of sexual minorities, women's liberationists, Aborigines, trade unionists, and physically disabled.

CHILD CARE, WORK AND THE FAMILY

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BREWER, G
The impact of work on family functioning: a review of the literature.
Melbourne, Vic: Institute of Family Studies, 1983, 50p. (Occasional paper/ Institute of Family Studies; no.3)

This paper discusses the connection between work and family functioning by critically reviewing relevant literature, especially that concerning empirical research. Special attention is given to Australian literature and data. The paper focuses on the following key areas: income and work; unemployment; causes and consequences of dual-working; child care provision; hours of work, notably shiftwork; industrial health; and leisure.

COMMUNITY Child Care (Sydney, NSW)
Managing your (child care) centre: staffing.
Sydney, NSW: Community Child Care Co-op. Ltd., 1986, 22p (Community child care management training series; no.1)

Contains information on how to hire and manage staff of a child care centre. A section on legal issues covers employee awards, leave provisions, income tax, workers compensation, occupation health and safety and retrenchment. (Emphasis on New South Wales law.) Job descriptions, advertising, interviewing and selection of staff and job contracts are described. Practical information on personnel management is provided, including staff liaison and meetings, dispute resolution, dismissal, inservice training and the role of trade unions.

FREY, D
Survey of sole parent pensioners' workforce barriers.
Woden, ACT, 1986, 40p (Social Security Review background/ discussion paper; no.12)

The survey was undertaken to gain an understanding of some of the barriers to workforce participation faced by sole parent pensioners, as well as attitudes towards working and their future aspirations. It was designed to obtain factual information on work history and educational qualifications, as well as attitudinal responses to working and perceived barriers to working or improving work skills. The 44 participants in the survey (42 females, 2 males) were interviewed. There was marked regional variations with respect to educational levels, workforce and training aspirations, and current workforce status. While the majority wished to improve their work skills, many saw difficulties associated with attempting to do so, in particular the costs and accessibility of both training and child care. The most commonly cited workforce barrier was child care, including costs, access, transport to and from work, and hours. The pension income test, combined with loss of concessions were also seen as important workforce barriers for some. Many wished to work part time, even though most also wished to be independent of pensions completely.

HOY, P
Implications for social security of changing child care practices.
In: Davis, D; Caldwell, G; Bennett, M; Boorer, D, eds. Living together: family patterns and lifestyles: a book of readings and reports. Canberra, ACT: Centre for Continuing Education, Australian National University, 1980, p164-173, tables.

This paper looks at some of the implications of changing child care practices for social security, specifically: the relative requirements of sole and two parent families with particular emphasis on parenthood costs; and, the effect of child care expenses on a pensioner's decision to seek paid employment. Policy implications are discussed and suggestions made.

MERCER, D
Australians' time use in work, housework and leisure: changing profiles.
Australian and New Zealand Journal of Sociology v.21 Nov 1985: 371- 394

This paper explains the purpose and uses of large-scale time budget studies, and compares the aggregated results of the two major time- budget studies that have been undertaken in Australia. The first was the Cities Commission survey in Albury- Wodonga and Melbourne in 1974. The second was carried out in Melbourne and Ballarat in 1981. They allow broad comparisons to be made, and make it possible to isolate any changes that may have occurred in such areas as the allocation of time to paid work, leisure, housework and child care. Author compares similar, recent work in the United Kingdom - specifically that of Gershuny - and the paper concludes with some pointers for future Australian research.

O'DONNELL, C
Child rearing and its effects on female employment.
Australian Quarterly v.55 no.3 1983: 278-290

In this article author asserts that the most important reason for labour market segmentation is the persistence of the tradition that women are individually and primarily responsible for the rearing of children born to them. In this regard, men have benefitted from the creation of career ladders and promotions criteria which advantage male workers at the expense of females. The author reviews the practices which perpetuate this sexual division of labour, such as the different forms of pre-work education and training and employment and promotions procedures. Having considered these, however, she concludes that the most intractable reason for labour market segmentation is the responsibility for child care which falls predominantly on women.

O'DONNELL, C
Industrial issues for working parents.
Australian Left Review no.88 Winter 1984: 12-20

Affordable child care is an industrial issue which needs to be taken up more actively by the trade union movement, along with issues such as maternity leave, parental leave and protective legislation for pregnant and

breast feeding women workers. The author discusses the issues and outlines the debates about how these objectives could best be implemented, and gives examples of benefits provided to working parents in other countries, particularly Scandinavian and European countries.

VICTORIAN Women's Advisory Council to the Premier
Women in the home.
WAC Women's Newsletter no.6 Jan 1986: 1-3

Over the next six months, the Victorian Women's Advisory Council to the Premier will be looking into the needs of women in the home in response to a request by the Premier. This article discusses the following issues which are amongst those the Council will be considering: child care, paid and unpaid work, voluntary work, part time work, education and retraining. It is emphasised that all women are involved in the home, whether on a full-time or a part- time basis, and comments are sought on these or any other matters of concern regarding the position of women in the home.

ZUKOWSKI, W
A serious consideration: work related child care.
(Marrickville, NSW): (Ethnic Child Care Development Unit, Ethnic Child Care, Family and Community Services Co-operative Ltd), 1985, 124p, tables, figures

This report examines the issues associated with work related child care in the manufacturing industry of the Sydney metropolitan area, and investigates the conditions for establishing work related child care services to meet the child care and related needs of families of a non English speaking background. The analysis provides information on topics such as levels of participation of married women in the workforce, proportions of women who live in the local government area where they work, and why the manufacturing industry is the most appropriate target area for organising work related child care. A review of literature about work related child care is provided.

ECONOMICS, FAMILY LIFE AND EMPLOYMENT

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ALFORD, K
Production or reproduction: an economic history of women in Australia, 1788-1850.
Melbourne, Vic: Oxford University Press, 1984, viii, 264p, tables, illus.

The book examines the economic role of women in Australia from the start of European settlement to the mid- 19th Century. Unpaid, as well as paid, work is analysed. Women's demographic role in redressing the early imbalance between the sexes is also discussed. Chapter headings are as follows: Part 1: masculinity, marriage and morality; Part 2: classes of women in colonial society, convicts, assisted and unassisted immigrants; Part 3: the labour of colonial women, urban and rural, income and social security, women's work in Australia and Britain.

ALLEN P, comp.
Single parents: work or welfare? Report of a national workshop conducted by the Institute of Family Studies, Melbourne, 1-2 June, 1983.
Melbourne, Vic: Institute of Family Studies, 1983, 22p, tables

In an attempt to identify and address policy issues associated with improving the economic circumstances of one parent families, the Institute of Family Studies organised a workshop on 'Single parents - work or welfare?' with the aims of 1) identifying the key policy issues affecting single parent families, 2) identifying where there are gaps in available information about single parent families, 3) identifying the policy options which would increase the well being of single parent families, and 4) facilitating the exchange of information and perceptions between people working in the policy area affecting single parents. This booklet summarises proceedings of the workshop, and presents a list of areas identified by workshop participants which require either policy and program development or research.

AUSTRALIAN Institute of Family Studies
Families and the economy.
In: 1982- 83 Annual Report. Melbourne, Vic: Institute of Family Studies, 1983, p49-70, tables, figures

The Institute of Family Studies is working towards a 'Family Data Bank' which will help model alternative policy approaches to economic supports for families. Institute research has attempted to document the 'who wins, who loses?' question to show the current status of different families in the Australian market place, and looks carefully at the 'work- family interface' to see how family life is being influenced by economic structures and decisions. This article presents a summary of the Institute's work in this area during the past 12 months which has looked at incomes, equity as it is affected by the tax transfer system, work and unemployment as they affect family life, the costs of children and issues related to family and youth.

CASS, B
The economic circumstances of single parent families in Australia: 1974-1985. Some implications for child maintenance policies and the social security system.
In: Child support. Canberra, ACT: Social Justice Project, Research School of Social Sciences, Australian National University, 1986, p87-113, tables

In order to consider child maintenance issues set in the context of social security provisions for sole parents, an overview is presented of the economic circumstances of one parent families in Australia in the period 1974- 1985. Discussion and statistical analysis cover: sole parents, labour force status and receipt of social security pensioner benefit 1974- 1984; determinants of labour force participation, with consideration of two major issues - age of youngest child, and level of educational attainment; sole parent families and poverty; custodial parents and child maintenance payments. Three possible models are outlined which illustrate the interaction of social security arrangements and child maintenance payments. These models are considered using the following criteria; firstly, the effects on the adequacy of child support payments; secondly the effect on employment incentives for the custodial parent; thirdly, the principle of redistribution implicit in the model.

WEBB, K
Are single parent families in Australia necessarily disadvantaged.
Journal of the Home Economics Association of Australia v.12 Apr 1980: 10-14

Single parent families in Australia are a diverse group, with a variety of educational and social backgrounds and differing financial situations and ability to cope. This article looks at the pros and cons of one parent families. Data from the Commission of Inquiry into Poverty and the Australian Bureau of Statistics National Family Survey are cited to give a demographic picture of one parent families in Australia. Their main disadvantages are discussed, including income, employment, child care, housing and isolation. The main advantages involve freedom from a previously unstable or violent relationship, eligibility for welfare benefits, and possibility of a greater commitment of the single parent for the children.

FAMILY SIZE AND EMPLOYMENT

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McDONALD, P
The baby boom generation as reproducers: fertility in Australia in the late 1970s and the 1980s.
In: Australian Family Research Conference (1st: 1983: Canberra): proceedings, v.1 Family formation, structure, values. Melbourne, Vic: Institute of Family Studies, 1984, p13-52, tables.

Focuses upon explanations for the drop in the fertility rate in Australia from 2.95 births per woman in 1971 to 1.89 in 1980. Uses information obtained from the 1981-82 Institute of Family Studies Family Formation Project, limiting analysis to women who were aged 25-34 at the time of the survey because these women have been in the forefront of the fertility decline, and are also the group born in the decade following the Second World War, the baby-boom generation. Discusses fertility decline from an historical perspective, then indicates a dichotomy in possible explanations for the recent fertility decline, a short term explanation revolving around the economic problems of the 1970's, and an alternative, long-term argument that there have been fundamental changes in sex roles and in the roles of parents which will not be easily reversed. Reviews the life experiences, attitudes and opinions of the baby-boom generation, and examines group differences in the delay of childbearing, concluding that the evidence is strong that both the economic problems of the 1970s and the growth of new roles for women have contributed to the decline in fertility. However, low fertility is unlikely to be merely a specific characteristic of the baby-boom generation, and it seems more likely that a return of better economic conditions will be accompanied by even greater levels of work force participation of women since the work/career ethic has been well and truly imbued in the younger generation of women.

HEALTH AND SAFETY AT WORK

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ATKINSON, B G
The time for health promotion in industry is now.
In: The future of public health research in Australia. East Melbourne, Vic: Menzies Foundation, 1985, p53-58 (Transactions of the Menzies Foundation; v.10)

It is in the interest of both the employer and employee that a new impetus be given to health promotion. Apart from humane considerations and the prospects such a continuing campaign offers to arrest haemorrhaging national health costs, it would better prepare people for the modern-day needs of the workplace where efficiency and effectiveness depend more than ever on the state of our physical and mental health. Both the Confederation of Australian Industry and the Australian Council of Trade Unions have endorsed a report on health promotion in industry of the Australian College of Occupational Medicine. A survey of small business in Victoria has also indicated a willingness to cooperate in health promotion at the workplace. The program needs to be positive, easily understood and not alarmist. The will to cooperate is there and the time to do it is now.

AUSTRALIA. Task Force on Repetition Strain Injury in the APS
Repetition strain injury in the Australian Public Service.
Canberra, ACT: Australian Government Publishing Service, 1985, xxxv, 443p, tables

The major objective of the Task Force on Repetition Strain Injury in the Australian Public Service was to report to the Government on steps which need to be taken on the control, the prevention and the management of Repetition Strain Injury (RSI) cases in the Australian Public Service (APS) paying particular attention to the keyboard area of employment. This report of the Task Force considers: 1) the extent of RSI in Australia and overseas, 2) factors associated with RSI, e.g. work features and worker characteristics, 3) medical aspects, 4) personnel management, 5) compensation, 6) physical working environment, 7) job design, 8) training, 9) future initiatives recommended for research and control of RSI. Mention is made of the relationship between family life and the incidence of and recovery from RSI. Includes a bibliography, p247-255.

BARTLETT, B
Major occupational health hazards for women in the office.
Healthright v.2 Aug 1983: 25-29
Office work is often seen as nice, clean, safe work. It may indeed appear so, compared with many manual jobs, but it is not without its dangers. Author discusses the hazards from screen-based equipment, toxic substances, poor work design (especially as a cause of overuse injuries), air conditioning, poor lighting and noise, and, importantly, the immediate and long-term effects of stress.

MARCHANT, H
Action research in a polyethnic industrial workshop.
In: Thorpe, R; Petruchenia, J, eds. Community work or social change? An Australian perspective. London, UK: Routledge and Kegan Paul, 1985, p132-143

Describes a project which aimed to effect social change in two ways. The first was to do with changes in attitudes towards migrant and other workers by unions and management. The second was concerned with changes in workplace conditions affecting migrant and other workers. The project was developed in a large engineering maintenance workshop in New South Wales during 1976-7. In practical terms, the program was very successful. Author argues that this program is an example of radical social work in practice, in that the direction and purpose of the changes sought were towards long-term changes in the social structure.

What is repetition injury?
WAC Women's Newsletter no.2 Jul 1984: 1p

Outlines the symptoms of repetition strain injury and related conditions. Factors in the workplace which contribute to RSI are enumerated, these include poor design of the job or workplace and poor training or supervision. Community support groups in Victoria are listed.

JOB SATISFACTION AND WORKING CONDITIONS

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CENTRE for Working Women (Vic)
Women outworkers: a report documenting sweated labour in the 1980s.
Footscray, Vic: Centre for Working Women Co-operative Limited, 1986, 52p, illus.

Outwork is a result of changing employment patterns which have particular consequences for women, especially migrant women workers. This report contains information collected by the Centre for Working Women in the course of its Women Outworkers Project which was commenced in 1984 and is based on interviews with women outworkers. Section one presents an overview of women outworkers, discusses changing patterns of employment for women and characteristics of outwork. Section two deals with a range of issues raised by women outworkers such as the legal status of outwork, forms of registration, rights and entitlements, working conditions, health and safety, workers' compensation, pressure and harassment from middlemen, domestic and family pressures, child care, transport, and inability to obtain factory-based work. Section three deals with the current legislative changes affecting outwork in Victoria and federally. Anomalies and inconsistencies exist between the various industrial relations systems, Federal and State legislation, government departments and statutory authorities dealing with outwork. A number of recommendations for change are made.

ENCEL, S
Working life.
In: Australian society: introductory essays. Melbourne, Vic: Longman Cheshire, 4th edition, 1984, p65-112, tables

Concentrates on five topics relating to working: 1) work satisfaction; 2) the changing structure of the work force, with tables to show labour force sector percentages 1961-83 and labour force by occupation and sex 1961-82, and a discussion on the effects of technological change; 3) class, status and occupation; 4) women in the work force, noting differences between the work situations of women and men, and discussing in particular the struggle for equal pay, moves to ensure equal employment opportunities, part time employment, migrant women in the work force, and women in non-traditional occupations; 5) unemployment, examining the growth, causes and specific effects of unemployment.

HUMPHRYS, P
The effect of importance upon the relation between perceived job attributes, desired job attributes and job satisfaction.
Australian Journal of Psychology v.33 Aug 1981: 121-133, tables

A sample of 133 employees from a large oil company was used to investigate the theory that job satisfaction is a function of the discrepancy between what a person wants from a job and what the person gets from the job. Five

job attributes - skill-utilization, influence, variety, pressure, and interaction - were used. The hypothesis that the discrepancy between the desired and perceived levels of the job attributes would be a better predictor of job satisfaction, if weighted by the importance of the job attribute, received only slight support. Attempts to overcome methodological problems associated with previous tests of the hypothesis also had little effect on the ability to predict job satisfaction. Overall, the best predictor of job satisfaction was the perceived level of the job attributes, especially skill-utilization. The subjective ratings of the importance of job attributes were found to differ from an empirical determination of importance. The results suggest a need to further investigate work values and to reconsider their relationship to job satisfaction.

NEWTON, K
The evolution of the quality of working life movement.
Canberra, ACT: Bureau of Labour Market Research, 1983, 19p. (Conference paper/ Bureau of Labour Market Research; no.39)

The rapid evolution of what has been called the new 'interdiscipline' of Quality of Working Life (QWL) is perhaps most fruitfully examined in the light of a number of related developments. This paper outlines some of the salient changes in economic, social and technological structure, and some concomitant conceptual developments in the social sciences which furnish insights as to the influences which have shaped the present interests and emphases in QWL research.

O'BRIEN, G E
The effect of employment on behaviour: recent developments in Australian organisational psychology.
In: Feather, N T, ed. Australian psychology: review of research. Sydney, NSW: Allen and Unwin for the Academy of Social Sciences in Australia, 1985, p239-264

This chapter examines recent developments in Australian organisational psychology. Author provides an historical background and reviews research into work, stress, job satisfaction, job structure, work values, personality, leisure, and job design.

RIZZO, C; REYNOLDS, I; GALLAGHER, H
Job satisfaction: a study of Sydney adults.
Australian Journal of Social Issues v.16 May 1981: 138-148, tables

About one quarter of the 20,434 men and about one fifth of the 17,211 women who had a Medicheck screening expressed dissatisfaction with their job. Single men and single women were the least satisfied. The most positive aspects of work for men and women were that the job was interesting and that there was independence and freedom. Boredom, as well as not using one's potential, discriminated clearly between those satisfied with their job and those not, for both men and women. Job dissatisfaction was closely

associated with other psychosocial problems and in particular with life dissatisfaction.

SHEPHERDSON, K V
The meaning of work and employment: psychological research and psychologists' values.
Australian Psychologists v.19 Nov 1984: 311-320

Structural change and its implications for unemployment raise questions about the meaning of work to individuals in our society. This paper examines the status of psychological research on this topic by reviewing four areas of research: job satisfaction, effects of unemployment, adult development and the cultural significance of work and employment. The conclusions which can be drawn are limited by conceptual and methodological problems, but it seems that finding substitutes for opportunities for mastery in the work role is a central issue to be addressed in a transition to a low-employment society. Some cautions about the values brought to bear on research in this area are sounded.

MIGRANTS AND EMPLOYMENT

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ARENA, F
Equal employment opportunity and ethnic minorities.
Canberra Bulletin of Public Administration v.12 no.1 1985: 59-61

Australia today is one of the most multicultural societies in the world. Yet migrants are segregated in the workforce, are disproportionately represented in the occupations with the worst conditions, pay and social status, and female immigrants have both a higher rate of work force participation and unemployment than other female or male workers. Minority groups have been almost completely excluded from positions where they could influence priorities and the allocation of resources. Author describes measures under the New South Wales Anti-Discrimination Act to provide equality of opportunity for ethnic minorities and the changes that they have effected. There are, however, still barriers to the employment of ethnic minorities, for example in the Public Service, and author urges further change.

ARENA, F
The contribution of Italo- Australian women to Australian society: an overview.
In: Noi donne Italo-Australiane: proceedings of the first congress of Italo-Australian women on the contribution of Italian-Australian women to Australian society. Sydney/ Melbourne: The Association of Italo-Australian Women of New South Wales and Victoria, 1985, p13-30

This paper looks briefly at the history of Italian women in Australia, tracing some of their contributions, their concerns and problems. It also explores the challenges they face in the future. Cultural differences are highlighted, showing how much of these women's role has been in the background. The experiences of post World War II immigrants are highlighted and especially the employment experience of Italian women. This employment is linked with many of the women's problems: underemployment, unemployment due to the decline in manufacturing, language barrier, and conflict with the role of mother and homemaker. Continuing challenges are problems of aged Italians, the need to maintain their culture and educational needs. (Text in Italian and English.)

AUSTRALIA. DEPARTMENT OF EMPLOYMENT AND INDUSTRIAL RELATIONS. WOMEN'S BUREAU.
Facts on women at work in Australia, 1982.
Canberra, ACT: Australian Government Publishing Service, 1983, 46p, figures, tables.

This publication sets out some of the main facts about the male/ female composition of the Australian labour force and highlights particular characteristics relating to females. It follows a similar publication

produced in 1980; the data presented in the earlier publication have been updated and additional material included.

AUSTRALIA. Department of Immigration and Ethnic Affairs
About migrant women: bibliography.
Canberra, ACT: Australian Government Publishing Service, 1984, viii, 41p

A bibliography of information available in the English language on migrant women in Australia, covering general issues as well as education; employment and related issues; health and welfare; child care; ethnic studies; craft, leisure and recreation; discrimination and sexual harassment.

AUSTRALIAN Institute of Multicultural Affairs
Migrant and refugee youth and the Australian labour force: an annotated bibliography.
Melbourne, Vic: Australian Institute of Multicultural Affairs, 1984, 52p

This bibliography on migrant and refugee youth and the Australian labour force concentrates on Australian research and publications issued mainly between January 1977 and December 1983. Some unpublished papers are also included. The items identified have been annotated and arranged in three main groupings - government reports and publications, employment and the young migrant, and preparation for employment - with an appended list of other relevant bibliographies.

BIRRELL, B
How many migrants?
Australian Society v.1 no.2 1982: 21-23, tables

Even without further immigration, Australia will have a high rate of labour force growth until the late 1980s, when the mid-1970s birth decline is felt in the labour market. Author questions: 'why add to the supply side of the problem by promoting high migration?' Points to weaknesses in the Federal Government's argument that large numbers of migrants help to create employment. Examines skilled and unskilled labour markets and the employment position of migrants, and shows an oversupply of low-skilled workers, with no justification for bringing in skilled workers either. Concludes that immigration planning is out of hand. 'Nothing less than an independent, public inquiry into the operations of the Department of Immigration and Ethnic Affairs and its proliferating programs will do in the present circumstances'.

BIRRELL, R
Social inequality and population growth in Australia.
In: Birrell, R; Hill, D; Nevill, J, eds. Populate and perish? : the stresses of population growth in Australia. Sydney, NSW: Fontana for the Australian Conservation Foundation, 1984, p282-307

This chapter argues that successive Australian governments have,

since the late 1970s, pursued policies of high immigration simultaneously with economic policies which will give little prospect that the enlarged population will find satisfactory employment or urban living arrangements. Author does not suggest that population growth, particularly its immigration component, is the sole cause or solution to the problem. Migration is, however, an important contributory factor to urban expansion and labour force growth and can be reduced without cost to most Australians.

BOTTOMLEY, G
Mediterranean women in Australia: an overview.
Richmond, Vic: Clearing House on Migration Issues, 1984, 16p
(Multicultural Australia papers/ Clearing House on Migration Issues; no. 35)

In this paper presented to a Symposium of Mediterranean Women's Organisations in Greece in April 1984, author outlines problems faced by Mediterranean women in Australia as migrants, as women and as workers. Work, health, language, family life, housing and transport issues are commented on. Available services and programs are outlined, and problems of ethnocentrism and sexism on the part of policy formulators and contact people highlighted. Recommendations for improving the situation of Mediterranean women are made.

CENTRE for Working Women (Vic)
Women outworkers.
Migration Action v.8 no.2 1986: 8-13

Outwork is occurring in the 1980s as a result of changing employment patterns which have particular consequences for women, especially migrant women workers. This article, which is based on the report 'Women Outworkers' recently published by the Centre for Working Women, presents a profile of outworkers, describes the reasons for doing outwork, the benefits to employers, working conditions and issues raised by them. Health and safety are a problem, as are stress and pressure. The legal status of outwork is contradictory and confusing, and most outworkers are outside the scope of the industrial relations system. Outworkers often get less than the equivalent of $3 per hour. The problems and concerns detailed show the existing effect of an unregulated labour market on women outworkers and point to the implications for women workers of further labour market deregulation.

CHAPMAN, B J; MILLER, P W
An appraisal of immigrants' labour market performance in Australia.
In: Poole, M E; De Lacey, P R; Randhawa, B S, eds. Australia in transition: culture and life possibilities, chapter 26. Sydney, NSW: Harcourt Brace Jovanovich, 1985, p300-310, tables

Based largely upon 1981 Census data, this paper provides an overview of immigrants' labour market performance in Australia. It establishes the opportunities available to immigrant workers and illustrates how these opportunities vary by immigrant group, and within immigrant group, according to individual characteristics such as sex, duration of residence in

Australia and educational qualifications. Issues considered include average relative earnings position, and the extent to which this might be explainable in terms of different levels of education and labour force experience; also, occupational distributions and how these vary by length of residence in Australia.

CHAPMAN, B J; MILLER, P W
Immigrants in the Australian labour market.
Current Affairs Bulletin v.63 Sept 1986: 4-11, tables

Australia has had high levels of immigration for many years and currently has a foreign representation (i.e. foreign-born and children of immigrants) second only to Israel. The authors analyse issues surrounding two concerns about the effects of immigration on the labour market: 1) that immigrants experience high levels of unemployment and face difficulties in obtaining jobs relevant to their skills, and 2) that immigrants take jobs that unemployed Australians would otherwise have had; thus high levels of immigration are inappropriate at times of high unemployment. Using data from the Australian Bureau of Statistics 1981 census, the authors found unemployment rates to be not markedly higher for immigrants, with the exception of recent arrivals and migrant women (especially non- English speaking). They also found that immigrants did not increase aggregate unemployment, since highly skilled groups who had high savings actually created extra jobs.

CONGRESS of Italo- Australian Women on the Contribution of Italian-Australian Women to Australian Society (1st: 1985: Sydney/ Melbourne)
Noi donne Italo-Australiane: proceedings of the first congress of Italo-Australian women on the contribution of Italian-Australian women to Australian society, Sydney 26th October 1985, Melbourne 27th October 1985.
Sydney/ Melbourne: The Association of Italo-Australian Women of New South Wales and Victoria, 1985, various pagings, ill.

Proceedings of the conference, with text in Italian and English (some papers only summarised in English). The papers explore the contribution of Italian women to Australia. They also set out the problems of Italian immigrants in settling in Australia, e.g. language, health, marital, cultural, between generations and employment problems. Contributors' papers are indexed individually under the following authors' names: Arena, F; Perugini, L; Lombardo, P; Corbisiero, M; Guthrie, R; Palamora, A; Benn, C. Summarised papers include: 1) The Victorian Minister for Community Services, Caroline Hogg, on state government initiatives in migrant issues, including establishment of the Ethnic Affairs Commission; 2) Elena Griffiths on marital counselling and family therapy; 3) Anita Moo on women's rights and social attitudes; 4) Concetta La Marchesina on migrant women workers in Australia, and 5) Lella Fazzalori on training and retraining opportunities for women.

COX, D
Refugee settlement in Australia: review of an era.
Richmond, Vic: Clearing House on Migration Issues, (1984), 12p. (CHOMI reprints; no. R468)

1975-82 was a period characterised by a large and predominantly new (for Australia) wave of refugee arrivals, an expansion of services and programs and the official endorsement of a settlement- integration policy of multiculturalism. In this article (reprinted from International Migration XXI, 3, 1983, pp.332-344), author reviews some of the developments of the 1975-82 era in an attempt to identify some of the more important strengths and weaknesses and so reveal what might be some of the foundations of the era to come. Seven areas are focused on: selection and preparation of refugees; settlement procedures; information and counselling; English language; employment and recognition; ethnic group development and general welfare; multicultural policies and refugees.

EVANS, M D R
Immigrant women in Australia: resources, family and work.
International Migration Review v.18 Winter 1984: 1063-1090

This article explores the work lives of Australia's immigrant women using the 1 per cent public use sample of individual records from the 1981 Census. Direct standardization for age and regression techniques illuminate differences among native born Australians, and immigrants from English speaking countries, Northwestern Europe, Eastern Europe, the Mediterranean region, and the Third World in labour force participation, unemployment, of occupational status, entrepreneurship, and income.

EVANS, M D R
New blood: a social portrait of Australia's recent immigrants.
Unpublished paper, 1984, 50p, tables
(Available by loan from the Australian Institute of Family Studies)

The purpose of this paper is to provide systematic comparisons among immigrant groups with respect to skills, labour market experiences and family. Author uses a subsample of adults age 20-64 in 1981 from the one percent public use sample released by the Australian Bureau of Statistics from the 1981 Census. Describes the development of a classification which divides immigrant origins into five categories. Results of the comparisons show that differences in labour market experiences in Australia appear to be more closely tied to social class in the country of origin than to the cultural proximity of the country of origin and Australia. Differences among the groups of immigrants tend to be greater than differences between the native born and the foreign born. Childhood immigrants (educated mainly in Australia) and adult immigrants (educated entirely overseas) form two quite distinct streams of immigrants from all places.

EVANS, M D R; KELLEY, J
Immigrants' work: equality and discrimination in the Australian labour market.
Australian and New Zealand Journal of Sociology v.22 Jul 1986: 187- 207

One Australian in five is an immigrant, and almost as many again are the children of immigrants. Most have done well in Australia, but some, particularly Mediterranean immigrants, have not. This paper examines whether this disadvantage reflects differences in education, labour force experience, and English proficiency or whether it is due to discrimination against immigrants. To answer this question we use the public-use sample of the 1981 Census. We estimate a regression model separately for natives, for each of five immigrant groups, and for each of six groups of the second generation. Our model adjusts for education, labour force experience, and language skills. It allows for possible differences between education obtained in Australia and abroad, for differences in labour force experience in Australia and abroad, and for various curvilinear effects. Once differences in endowments are taken into account, we find no evidence of discrimination against immigrants. Further, both immigrants who came to Australia as children of the second generation do as well as longer established Australians, and perhaps better.

FISHER, N W F
Immigration and Australian labour markets: issues and evidence.
Canberra, ACT: Bureau of Labour Market Research, 1982, 18p (Conference paper/ Australia. Bureau of Labour Market Research,; no.9)

The interrelationships between immigration and the Australian labour force are examined in this paper. A brief review of the most relevant research forms the first section of the paper. The subsequent and largest section outlines the level of the migrant intake, the labour market experience of recent migrants, the labour market impact of migrants, and labour mobility. Employment participation in relation to duration of stay and migration category (i.e. general or special immigrant, refugee or family reunion) is analysed. Employment by general occupation for recent settlers is described, as is difference by state of residence. Statistics from the Australian Bureau of Statistics and Department of Immigration and Ethnic Affairs studies from 1977 through 1981 are used.

FISHER, N W F
Immigration and the labour market.
Canberra, ACT: Bureau of Labour Market Research, 1980, 24p (Conference paper/ Australia. Bureau of Labour Market Research; no.7)

This paper analyses characteristics of international movement of people to and from Australia and the relationships of this movement to Australia's labour force. The paper concentrates on the economic aspects of long term movements, particularly immigration. The author concludes that the multiplier effect of skilled migrants probably outweighs any negative effects of population movements.

HANCOCK, J
The performance of migrants in the Australian labour force.
Bedford Park, SA: Flinders University of South Australia, 1986, 53p, figures, tables (Working paper/ Flinders University of South Australia. National Institute of Labour Studies Inc.; no. 84)

The aim of this thesis is to consider the performance of migrants in the Australian labour market, with particular attention given to the presence of discrimination. Examines the integration of discrimination into economic theories, comparing and contrasting the alternative viewpoints. A human capital earnings model is outlined and estimates of the parameters of the model are made for various birthplace groupings and alternative specifications. These earnings equations are interpreted and further evidence relevant to this task presented. In particular, attempts are made to contrast migrants' labour market performance with that of the native born and to suggest the role that discrimination may play in the differences that emerge. Finally, some broad conclusions are presented, and some policy implications of the study, with suggestions for directions that future investigations could take.

HUMPHREY, M; HAUSFELD, S
Family, work and unemployment: a study of Lebanese settlement in Sydney.
Canberra, ACT: Australian Government Publishing Service for Department of Immigration and Ethnic Affairs, 1984, ix, 151p, tables, figures

The aim of this study was to investigate employment and settlement of Lebanese immigrants in Sydney. The policy objectives were to assist in the development and co-ordination of services provided by government and voluntary welfare agencies. Specific areas of interest included the general situation of women and their participation in the work force, the adequacy of English language programs, attitudes towards employment, discrimination towards Lebanese and the special problems experienced by Lebanese youth and aged people.

IMMIGRANT women's issues: report from a conference held in Canberra, 26-27 February 1985.
Canberra, ACT: Australian Government Publishing Service, 1986, 40p

The report firstly summarises background papers presented to the conference (organised by the Australian Department of Immigration and Ethnic Affairs) on immigrant women's disadvantages. These disadvantages lie in the areas of status, language barriers, education level, child care, employment, health, welfare and legal representation. Conference discussions centered on recommendations to overcome these disadvantages, listing priority areas for Ministers of Immigration and Ethnic Affairs to consider at their meeting in March 1985. The four priority areas decided were, 1) improved health, safety and work conditions for female immigrant workers, 2) improved access to language, education training and retraining, 3) improved access to culturally appropriate child care, and 4) improved services for aged and ageing immigrant women.

JAMIESON, P
Discrimination: ethnic communities and equal opportunity legislation.
Migration Action v.8 no.1 1986: 17-20

This article is based on a report by Priscilla Jamieson describing a project conducted by the Ecumenical Migration Centre for the Equal Opportunity Board of Victoria. The project set out to inform ethnic communities - specifically the Greek, Turkish and Indo Chinese communities - about the provisions of the State's Equal Opportunity Act, and to encourage them to make use of this legislation. Many instances of discrimination were uncovered during the course of the project, particularly in the areas of employment, accommodation, education, goods and services, and racial harrassment. Suggestions are made for ways to help people make use of the Equal Opportunity mechanisms, and for amendments to the Act aimed at addressing areas of discrimination.

JAMROZIK, A, ed.
Provision of welfare services to immigrants: proceedings of SWRC seminar, 26 May 1986.
Kensington, NSW: Social Welfare Research Centre, University of New South Wales, 1986, 80p (SWRC Reports and proceedings; no. 60)

Contains papers presented at a seminar on Provision of welfare services to immigrants, and a summary of issues raised in the discussion forum. Papers are arranged in sections, with a brief introduction to each section summarising papers. Part 1 on 'Immigrant communities, self help and voluntary effort: policy, practice and perceptions of issues', contains papers by Jakubowicz, A and Meekosha, H; Petruchenia, J; Morrissey, M. Part 2, 'Immigrants, welfare and the workplace', has a paper by Collins, J, and one by Nicolaou, L on 'Government involvement in Australian immigrant- union relations: implications for future initiatives'. Part 3 is concerned with 'Language and multicultural education'. Papers in Part 4 deal with 'Policies and problems in their implementation: advantages and disadvantages of mainstreaming' and are by Touriki, A and Encel, S. Part 5 deals with 'Needs, disadvantage and participation', and has a paper by Shergold, P, and one on 'Provision of welfare services to migrants: principles and guidelines of the Anti-Discrimination Board of New South Wales' by Nguyen, T.

KABALA, M
The labour market experience of immigrant youth.
Youth Studies v.5 May 1986: 36-39

This article surveys the work of the Australian Institute of Multicultural Affairs in researching the accessibility of labour market programs for immigrant youth. It outlines the background to research methods and major recommendations of the Institute's most recent report 'Reducing the risk', and it highlights on-going studies in the area.

McCALLUM, J; MACKIEWICZ, G
Work, retirement and income.
In: Australian Institute of Multicultural Affairs. Community and institutional care for aged migrants in Australia: research findings. Melbourne, Vic: Australian Institute of Multicultural Affairs, 1986, p104-131

Two general questions arise about migrant experiences in retirement and late life: 1) Does the retirement experience of migrants of non- English speaking background match that of Australians of English- speaking background, or does a non- English- speaking background affect the retirement experience? 2) Are there differences among groups from different birthplaces in retirement experiences and income? Authors explore evidence bearing on these questions through the responses of migrants of non- English speaking background to the Australian Institute of Multicultural Affairs Survey of Aged Migrants and those of Australian-born and migrants of English- speaking background to the Australian National University Survey of the Aged. A dynamic analysis of the process of retirement uses evidence from the two surveys about retirement ages, reasons for retirement, factors which predict the likelihood of working, and retirement consequences, namely, best and worst aspects of retirement and adjustment difficulties.

MARTIN, J
Non-English speaking migrant women in Australia.
In: Grieve, N; Burns, A, eds. Australian women: new feminist perspectives. Melbourne, Vic: Oxford University Press, 1986, p233- 247

Comments on the consequences of immigration for women and considers ways in which the local women's movement has considered the presence and the lot of immigrant women. Discussion covers ethnicity and class; racism; family life and gender expectations; child rearing; anxieties about kin not present in Australia; isolation; work experiences and unemployment. Highlights the absence of a feminist critique in the development of multicultural policy and theory. In reviewing feminism from the perspective of immigrant women, the paper argues that it is unfortunately true that mainstream feminist thought echoes radical male thought in Australia in marginalizing the presence of black and migrant women.

MILLER, P W
Differences in the earnings of Australian and overseas-born youth: an economic analysis.
Melbourne, Vic: Australian Institute of Multicultural Affairs, 1985, 35p, tables (Research paper/ Australian Institute of Multicultural Affairs; no.2)

This paper presents a systematic analysis of income differences across birthplace groups in the youth labour market. At June 1981, the average annual income of employed Australian-born 16 to 24-year- olds was $9,236, and that of overseas-born 16 to 24-year-olds $9,654. The difference of $418 represents a 4.5% income gap. Recent research has demonstrated the need to take account of differences in the marketable endowments which migrants and the locally born bring to the labour market. The results of analysis suggest that if overseas-born males received the same returns for endowments

brought to the labour market as are received by Australian-born males, then migrant earnings would be 3% higher than present levels: earnings of overseas-born females would be 15% higher. The major reason for gaps between current and predicted earnings is the relatively low income growth associated with additional years of education and labour market experience among overseas-born. One interpretation of these results is that overseas-born youth experience prejudice in the Australian labour market which lowers their earnings. The earnings advantage of the typical migrant decreases with additional years of labour market activity.

MILLER, P W
The economic position of migrants: facts and fallacies: a preliminary view.
Australian Bulletin of Labour v.8 Sept 1982: 229-248, tables, figures

This paper provides an overview of migrants' labour market performance in Australia, using 1976 Census data and examines labour force participation rates. Participation rates by country of origin, by period of residence in Australia, by sex and by marital status are each examined. The skills which migrants bring onto the labour market are also examined. Sections III, IV, and V look at the employed, unemployed and the non-participating (in the labour force) respectively. Analysis of the employed encompasses earnings and employment types: full-time versus part-time; occupational status (self employed, employee); occupational prestige. Analysis of the unemployed examines the income and human capital endowments of the unemployed. Individuals not participating in the labour market are also analysed in terms of income and human capital endowments. Finally, Section VI provides a compendium of facts on the migrant in the Australian labour market.

NAILON, M
Migrants trapped at the bottom.
Australian Family v.4 Jan 1983: 13-16

Comments on the fact that in manufacturing and other industries around the world, the most menial and lowest paid work is usually done by migrants. Looks at the effects of this in Australia on migrants and their family life, and on employment conditions and expectations. Provides suggestions for improving their labour situation and for community, church and educational support to enable migrants to work out ways to change conditions themselves.

PALAMARA, A
Equal employment opportunity in the Victorian Public Service.
In: Noi donne Italo-Australiane: proceedings of the first congress of Italo-Australian women on the contribution of Italian-Australian women to Australian society. Sydney/ Melbourne: The Association of Italo-Australian Women of New South Wales and Victoria, 1985, p79-81

This paper presents a picture of participation by immigrants, particularly Italian women, in Victorian public service employment. Possible reasons for the largely low level of jobs held by migrant women are given, including these women's traditional status in their societies and attitudes towards them held by Australian males. Some steps to improve migrant participation

in the public service are suggested. Possible roles for non English speakers, especially in client contact, are described.

POPE, D
The labour market and employment prospects.
In: Birrell, R; Hill, D; Nevill, J, eds. Populate and perish? : the stresses of population growth in Australia. Sydney, NSW: Fontana for the Australian Conservation Foundation, 1984, p200-225, figures

Considers how past migrants have fitted into the Australian labour market, examining occupations and pay differences, industry groupings and protection levels, and migrant unemployment. Then looks at population, migration and the job market for Australians, and the issue of migration versus training Australians. Argues that although immigrants increase the labour force, they also increase the demand for consumer goods, government services and public investment goods, as well as increasing private investment via their demand for housing and their effects on aggregate output and on business expectations. These demands are translated back into an increased demand for labour. Historically it would appear that migration has most likely neither made for a higher nor a lower rate of unemployment in Australia. Concludes with some cautionary remarks, such as that we cannot be certain that the parameters underpinning the supply and demand shifts of the past will hold in the years ahead, and that productivity and environmental issues must be considered as well.

POPE, D
The trans-Tasman connection: facts and implications of Australia - New Zealand migration.
Journal of the Australian Population Association v.2 May 1985: 55- 67, tables

This paper investigates the recent history of trans-Tasman migration from the Australian viewpoint. Particular attention is paid to the economic position of New Zealand migrants in Australia with respect to their earnings and job market experience. The value of renewed and increased net migration from New Zealand is then assessed in terms of the likely effects on the Australian labour market and on Australian productivity and living standards. The final section of the paper looks at some of the factors that are likely to determine the size and direction of future flows.

PRICE, C A
The demography of Polish settlers in Australia.
In: Sussex, R; Zubrzycki, J, eds. Polish people and culture in Australia. Canberra, ACT: Institute of Advanced Studies, Department of Demography, Australian National University, 1985, p14-46, tables (Australian Immigration Monograph Series; no.3)

This chapter traces Polish migration to Australia since 1870 and characterises the Polish population in Australia. The changes in proportions between Jewish and non- Jewish Polish immigrants is described. Statistics are given on other religions, province of origin, age, year of arrival, sex

ratio, marital status, place of birth, indirect migration, occupations, emigration from Australia, qualifications, population by Australian capital, birth rate, intermarriage, second generation Poles by birthplace of parent and languages spoken by age and birthplace.

RADFORD, G
EEO programs in the Australian Public Service and the Public Service Reform Act.
Canberra Bulletin of Public Administration v.12 no.1 1985: 32-42

Outlines early initiatives and specific programs in the Australian public service with regard to equal employment opportunities for women, people with disabilities, Aboriginal people, and people whose first language is not English. Also describes the equal employment opportunity provisions of the Public Service Reform Act 1984 and explains benefits which will result from its introduction in the Australian Public Service and Commonwealth Government employment generally.

ROSENMAN, L
Widowhood and social welfare policy in Australia.
Kensington, NSW: Social Welfare Research Centre, 1982, 75p, tables
(SWRC reports and proceedings; no. 16)

The death of a spouse is the major cause of termination of marriage in Australia. Approximately 9% of the female population of marriageable age (15 and over) and 2% of the corresponding male population is widowed. A considerably higher proportion of the adult population actually experiences widowhood, but does not stay widowed. The research programme on which this report is based collected comprehensive data on widowed women and men in Melbourne in 1977 and 1980. Author examines the survey evidence on financial problems; difficulties with housekeeping; child care and home maintenance; employment; health care; transportation; and loneliness. The problems are particularly acute for widowed women who are 'pensioned off' and, by not being encouraged back into the labour force, are set up for a situation of poverty and dependency. The situation is even more difficult for non-English speaking women. Author concludes with suggestions on ways that our social welfare system might respond to the problems identified more meaningfully and flexibly.

SLOAN, J; KREIGLER, R
Technological change and migrant employment.
Australian Quarterly v.56 no.3 1984: 216-226

This paper aims to establish whether or not migrant workers are a particularly vulnerable group in terms of the job displacement and other changes associated with the introduction of new technology. The principal question addressed is whether the consequences of technological change are aggravated in the case of migrants because of their concentration in occupations or industries especially susceptible to technological change. Authors' conclusion is that, unlike the case of women, there is no overwhelming case to be made, one way or the other, that migrants are

selectively disadvantaged by technological change. There are, however, important problems still to be addressed and changes made.

STORER, D
Migrant families in Australia: a review of some social and demographic trends of non Anglo Saxon migrants 1947 to 1981.
Melbourne, Vic: Institute of Family Studies, 1981, 15p, tables. (Working paper/ Institute of Family Studies; no.3)

The paper points out that, since 1947, Australia has undergone a demographic revolution in terms of its ethnic composition. Some 3.5 million migrants have entered Australia and they have given birth to 2.2 million children. Of this migrant intake, 56 per cent is of non- British origin and accounts for nearly 70 per cent of Australia's post war population growth. The paper reviews the history of post war migration and the socioeconomic context in which migrants live and work. It examines the figures on marriage, family formation, children, divorce, employment and unemployment of migrants in Australia.

STURMAN, A
Immigrant Australians and education: a review of research.
Hawthorn, Vic: Australian Council for Educational Research, 1985, 96p, tables (Australian Education Review; no. 22)

This review of research seeks to examine the question of whether immigrant Australians are disadvantaged in connection with the educational experiences they receive. Issues covered include the educational aspirations, self-concept, and attitudes towards schooling of migrants; also, transition to work and vocational attainment. Unpublished material from the ACER 'Youth in Transition' study provides information on : educational participation of a sample of young people classified by father's birthplace, 1978-1982; father's occupational background and country of birth of commencing undergraduate students in Australia, 1976; labour force participation of a sample of young people classified by father's birthplace, 1978-1982.

TRACY, C L
Labour market segmentation and diverging migrant incomes.
Australian and New Zealand Journal of Sociology v.17 Jul 1981: 21- 30, tables

Despite deficiencies in the theories which seek to locate it, the fact of ethnic segmentation of the Australian workforce is uncontestable. New explanations must be sought for - rather in indigenous structures and processes than in immigrants' attributes. Evidence is proposed that such tendencies to segment and stratify have been growing.

TURPIN, T
Migrant workers in Victoria: perceptions of barriers and change.
East Melbourne, Vic: Division of Research and Policy, Victorian Ethnic Affairs Commission, 1986, 20p, tables (Working paper/Victorian Ethnic Affairs Commission Div. of Research & Policy, no.8)

Reports the employment experiences of 1500 migrant workers living in Victoria, focusing on their perceptions of the advantages and disadvantages of working in different employment sectors, the problems they faced and the coping strategies they have adopted. The survey, carried out between September 1984 and January 1985, looks at the effects of change, how recent jobs compared with previous ones, and problems associated with various jobs. Irrespective of occupational mobility, job-related problems and barriers vary through time and across different jobs, illustrating a shift in concern from the initial 'on arrival' problems to those associated with specific industries. Migrants' perceptions vary according to region of birth, industry of employment, period of arrival and gender. If migrants remain in their main area of employment, notable manufacturing, they are more likely to be structured into a disadvantaged segment of the workforce. Increased concern over occupational health and safety and increased chance of dismissal due to sudden economic changes are also more likely for migrant workers in manufacturing.

VICTORIAN Ethnic Affairs Commission
The employment situation of smaller ethnic communities.
East Melbourne, Vic: Division of Research and Policy, Victorian Ethnic Affairs Commission, 1984, 53p, tables. (Migrants and the workforce/ Victorian Ethnic Affairs Commission; no.4)

This paper describes variations in trends of employment participation of persons of different birthplace, in November 1983. At all levels labour force participation is lower in November, 1983 (60.2%) than in November 1982 (60.6%) though there has been a slight increase since August 1983. More importantly data provided for Victoria continue to show that the participation rate for non- English speaking migrants is dropping - from 64.4% in October 1982, to 62% in October 1983; conversely the participation rates of migrants from main English- speaking countries (eg. UK, NZ) continue to increase - from 61% in October 1982 to 63% in October 1983. These data continue to suggest that non- English speaking migrants are withdrawing from the labour force in the face of high unemployment.

VICTORIAN Ethnic Affairs Commission
Migrants and the workforce: review of employment trends.
East Melbourne, Vic: Government Printer for the Victorian Ethnic Affairs Commission, 1985, 43p, tables (Migrants and the workforce/ Victorian Ethnic Affairs Commission; no.6)

One aim of the 'Migrants and the workforce' series is to develop a perspective on the labour market prospects of migrants in Victoria. This paper 1) summarises previous papers and provides an overview of broad trends; 2) summarises recent trends for individual birthplace groups: Africa, America, Asia, Oceania, and Europe (UK and Ireland, Germany, Greece,

Yugoslavia and Poland); 3) discusses employment and structural change, looking first at the movement of migrant workers through cyclical changes, and then at the longer term impact of structural and technological change. Patterns of employment in various industries and occupations suggest that migrant workers are relatively concentrated in vulnerable areas of the economy and, if the present pattern of growth and decline were to continue then it should be expected that migrant workers would bear a disproportionate burden of the costs of change. Appendices present Australian and Victorian statistics on average unemployment and participation rates.

YOUNG, C; COX, D; DALY, A
Report of the Greek and Italian youth employment study.
Canberra, ACT: Australian Government Publishing Service, 1983, xvii, 284p, tables, figures

Survey methodology used in an earlier study, Education and Employment of Turkish and Lebanese youth, has been redeveloped for use in this study to identify the employment aspirations and needs of Greek and Italian immigrant youth. Original survey was extended to cover a larger sample of Turkish female school leavers and to further analyse the earlier data with a focus on employment aspirations and needs. Comparisons are made of Greeks and Italians with Turks and Lebanese, and the school and employment experience of Greek and Italian youth is studied to discover the existence and extent of special problems, and also to discover ways in which certain ethnic groups might overcome inherent disadvantages in their search for employment. A scale to measure attitudes towards work among migrant youth was developed and tested.

YOUNG, C; PETTY, M; FAULKNER, A
Education and employment of Turkish and Lebanese youth.
Canberra, ACT: Australian Government Publishing Service, 1980, xvii, 284p, tables

This research examined a range of problems experienced by Turkish and Lebanese youths in Australia in the transition from school to work. A series of interview surveys collected both numerical and qualitative information to describe their school experience, their transition from school to work and their work experience. To provide some perspective on their situation, their experience was considered in relation to that of Anglo- Australian youth from the same geographic areas, and against the background of current literature relating to the school experience of migrant children, the general issue of the transition from school to work, the demographic and economic situation in Turkey and Lebanon, the settlement in Australia of Turks and Lebanese, and the characteristics of the labour force in Australia as they relate to migrants, and Turks and Lebanese in particular. Census data were also reviewed, and interviews with employers, teachers and community leaders provided additional information. The study indicated many areas where further investigation and policy development might be considered, and recommendations are made within these areas.

ZULFACAR, D
Surviving without parents: Indo-Chinese refugee minors in NSW.
Kensington, NSW: School of Social Work, University of New South Wales, 1984, vi, 127p, tables

This report documents research undertaken on behalf of the Fairfield Refugee Youth Inter-Agency (FRYI) to investigate the nature and extent of needs amongst unaccompanied minors in New South Wales. An overview is provided of Australia's intake of South East Asian refugee minors who enter this country unaccompanied by a parent, and the pattern of service provision that has developed in New South Wales is described. Data obtained from a questionnaire survey of 191 unaccompanied minors are presented. Needs and expectations are identified, and highlights of the survey data that have particular relevance to each ethnic group are summarised, namely Vietnamese, Khmer, Lao and ethnic Chinese. The report concludes by stressing that, when unaccompanied minors are accepted by the Australian government, that is where responsibility in loco parentis lies; a comprehensive, coordinated pattern of service provision consistent with the real needs of unaccompanied minors is needed.

ONE PARENT FAMILIES AND EMPLOYMENT

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ALLEN, P, comp.
Single parents: work or welfare? Report of a national workshop conducted by the Institute of Family Studies, Melbourne, 1-2 June, 1983.
Melbourne, Vic: Institute of Family Studies, 1983, 22p, tables

In an attempt to identify and address policy issues associated with improving the economic circumstances of one parent families, the Institute of Family Studies organised a workshop on 'Single parents - work or welfare?' with the aims of 1) identifying the key policy issues affecting single parent families, 2) identifying where there are gaps in available information about single parent families, 3) identifying the policy options which would increase the well being of single parent families, and 4) facilitating the exchange of information and perceptions between people working in the policy area affecting single parents. This booklet summarises proceedings of the workshop, and presents a list of areas identified by workshop participants which require either policy and program development or research.

AUSTRALIA. Department of Social Security. Social Security Review.
Bringing up children alone: policies for sole parents: an overview.
Woden, ACT: Social Security Review, Department of Social Security, (1986), 5pp.

Addresses the major areas of concern on bringing up children alone: whether current income support arrangements are appropriate in the light of changing trends in labour force participation; whether increasing attention should be given to the interaction between social security, labour market and child care programs to assist sole parents to attain long-term independence; whether current levels of payment are adequate in respect of the children of sole parents; and the mix of policies which would best provide assistance for children in sole parent families. A major focus of the paper is the analysis of specific barriers preventing sole parents, and particularly sole mothers, from participation in the labour force.

AUSTRALIA. Department of Social Security. Social Security Review
Labour force status and other characteristics of sole parents; 1974- 1985.
Woden, ACT: Social Security Review, Department of Social Security, 1986, 33p, tables (Social Security Review background/ Discussion paper; no.8)

The number of sole parents has increased significantly over the last decade - from 183,200 in 1974 to 316,400 in 1985. Over the same period, the proportion of sole parents in the labour force has declined - from 45.1% to 40.8% for females and from 94.7% to 79.0% for males. These changes have resulted in increasing attention being focussed by social security and welfare policy makers and administrators on the social and economic needs of sole parents. This paper draws together a wide range of data on sole parents from surveys conducted by the Australian Bureau of Statistics (ABS). It broadly identifies the changing demographic and labour force characteristics

of sole parents between 1974 and 1985. The paper concentrates on the position of female sole parents as they comprise almost 90 percent of the sole parent population and because reliable disaggregated information on the characteristics of the small numbers of sole fathers is not generally available. Where possible, the characteristics of female sole parents are compared with those of mothers in two parent families.

BARCLAY, S
Sole parents and work.
Equity v.2 Mar 1987: 1-2

Discusses the Social Security Review paper entitled 'Bringing up children alone: policies for sole parents' from the perspective of a sole parent. The implications of possible directions for reform are considered difficult to assess, and the ability of any of the three proposals to support long term employment of sole parents is questioned. Part time work needs to be supported and recognised as an option that sole parents should be able to choose.

CASS, B
The economic circumstances of single parent families in Australia: 1974-1985. Some implications for child maintenance policies and the social security system.
In: Child support. Canberra, ACT: Social Justice Project, Research School of Social Sciences, Australian National University, 1986, p87-113, tables

In order to consider child maintenance issues set in the context of social security provisions for sole parents, an overview is presented of the economic circumstances of one parent families in Australia in the period 1974- 1985. Discussion and statistical analysis cover: sole parents, labour force status and receipt of social security pensioner benefit 1974- 1984; determinants of labour force participation, with consideration of two major issues - age of youngest child, and level of educational attainment; sole parent families and poverty; custodial parents and child maintenance payments. Three possible models are outlined which illustrate the interaction of social security arrangements and child maintenance payments. These models are considered using the following criteria; first, the effects on the adequacy of child support payments; secondly the effect on employment incentives for the custodial parent; thirdly, the principle of redistribution implicit in the model.

CASS, B; O'LOUGHLIN, M A
Single parent families and social policies in Australia 1974-1982.
Australian Journal of Social Issues v.20 Nov 1985: 247-266

Of the two major sources of income support for one parent families, social security transfers and earned income, there has been an increase in the proportion of families dependent on social security in the period 1974-1982, a period of recession and high unemployment. Over this period the value of income support for supporting parents has declined because of the non-indexation of the child components of pensions and benefits. This article

identifies disincentives to the parents' labour force participation: lack of post-school qualifications, shortage of jobs, scarcity of affordable child care and the low income retention rates imposed upon the extra earnings of pensioners and beneficiaries.

CASS, B; O'LOUGHLIN, M A
Single parent families and social policies: Australia and Sweden: a comparative study.
In: Australian Family Research Conference (1st: 1983: Canberra): proceedings, v.4 Policies and families. Melbourne, Vic: Institute of Family Studies, 1984, p52-141, tables.

Provides a comparative analysis of the economic situation and tax/ transfer treatments of one parent families in Sweden and in Australia so as to identify the major characteristics of single parent family policies in both countries. Major sources of income support are examined and adequacy assessed. Analysis centres on trends in labour force participation and proportions in receipt of pensions and benefits in the period 1974-1982, as well as incentives and disincentives to paid employment. Issues such as dependency, relative powerlessness and social marginality are considered, as are childcare services and housing provision. Policy issues which require further attention in Australia are identified.

CASS, B; O'LOUGHLIN, M A
Social policies for single parent families in Australia: an analysis and a comparison with Sweden.
Kensington, NSW: Social Welfare Research Centre, 1984, 86p, tables (SWRC reports and proceedings; no. 40)

The purpose of this report is to examine the three major sources of income support for one parent families in Australia: social security payments and cash transfers for children; earned income from the parent's labour force participation; and maintenance payments from the non-custodial parent. The analysis centres on the trends in labour force participation and proportions in receipt of pensions and benefits in the period 1974- 1982, and the incentives and disincentives to paid employment for male and female single parents. The analysis also focusses on the adequacy of transfer payments, tax treatments and services (labour force training, child care provision and housing) as they affect single parents. On each of these issues comparisons are made with the economic situation and labour force status of single parents in Sweden and with the tax transfer policies which apply to them. This comparative analysis identifies various alternative policies which have been developed to respond to similar family forms and processes, and allows for evaluation of the adequacy of alternative policies in meeting the needs of single parents and their children.

CASS, B; O'LOUGHLIN, M A
The needs of single parents.
Australian Society v.3 Aug 1984: 20-22

A comparative study of the incomes of single parent families in Australia and Sweden identifies a number of policy issues that need urgent attention in this country. These include the mix of income-tested government income support for supporting parents and cash transfers for children, and the need to raise substantially and to index the components of child income support. There is also a need for policies for encouraging and assisting single parents to find paid work. Finally disincentives to supporting parents should be examined and a centralised maintenance agency set up with the aim of augmenting the incomes of single parent families.

CHESTERMAN, C; COX, E
Access to employment, job training and child care.
In: Lone parent families: report of conference organised by the Lone Parent Co-ordinating Committee of New South Wales, 25th March 1983, Sydney. Sydney, NSW: Government Printer, 1983, p25-32.

Colleen Chesterman outlines briefly the issues which are of importance to lone parents considering employment and training, and calls for a wide range of child care and other support services, as well as real choices in relation to employment and training. Eva Cox looks at child care and concludes that the role it plays in promoting emotional well-being and a richer, broader life for both parents and children must be emphasised, and reflected by the decisions of policy makers.

FREY, D
Survey of sole parent pensioners' workforce barriers.
Woden, ACT, 1986, 40p (Social Security Review background/ discussion paper; no.12)

The survey was undertaken to gain an understanding of some of the barriers to workforce participation faced by sole parent pensioners, as well as attitudes towards working and their future aspirations. It was designed to obtain factual information on work history and educational qualifications, as well as attitudinal responses to working and perceived barriers to working or improving work skills. The 44 participants in the survey (42 females, 2 males) were interviewed. There was marked regional variations with respect to educational levels, workforce and training aspirations, and current workforce status. While the majority wished to improve their work skills, many saw difficulties associated with attempting to do so, in particular the costs and accessibility of both training and child care. The most commonly cited workforce barrier was child care, including costs, access, transport to and from work, and hours. The pension income test, combined with loss of concessions were also seen as important workforce barriers for some. Many wished to work part time, even though most also wished to be independent of pensions completely.

HOY, P
Implications for social security of changing child care practices.
In: Davis, D; Caldwell, G; Bennett, M; Boorer, D, eds. Living together: family patterns and lifestyles: a book of readings and reports. Canberra, ACT: Centre for Continuing Education, Australian National University, 1980, p164-173, tables.

This paper looks at some of the implications of changing child care practices for social security, specifically: the relative requirements of sole and two parent families with particular emphasis on parenthood costs; and, the effect of child care expenses on a pensioner's decision to seek paid employment. Policy implications are discussed and suggestions made.

JORDAN, A
Social security and lone parent families: options for the future.
In: Lone parent families: report of conference organised by the Lone Parent Co-ordinating Committee of New South Wales, 25th March 1983, Sydney. Sydney, NSW: Government Printer, 1983, p43-50.

Looks at Australian income security provisions for sole parents, discussing the present state of affairs and its problems, suggesting possible foci for policy development, and summarising ways in which a new set of provisions might differ from the existing ones.

KILMARTIN, C; WULFF, M G
Educational and labour force participation of Australian young people living in two- and one- parent families.
Journal of the Australian Population Association v.1 Spring 1984: 121-139, tables

This paper is concerned with the educational and labour force transitions of youth. A major objective is to analyse how the immediate family of origin affects a young person's decision to remain in school or education, join the work-force, or in some way combine both activities. A crucial question related to these decisions is: what difference does it make to young people if their launching into the adult world is done from the base of a one- parent or two- parent family? The major data source employed in this paper is the 1981 Household Sample File (HSF), a one per cent sample of households and non-private dwelling members drawn by the Australian Bureau of Statistics from the 1981 Census. Conclusions include that at first glance, those young people who are launching themselves from a one- parent family are disadvantaged, at least in the immediate term. Generally, though, overall differences demonstrated vanish once family income is taken into account. Also, while family income itself would appear to be a mediator of disadvantage, other findings suggest that family income is not the only contributor to the educational and labour force position of youth in one parent families.

LONE Parent Council of New South Wales
(Papers on lone parent issues). Unpublished papers, 1984.

A collection of papers considered at a Lone Parent Council seminar on policy issues relevant to lone parent families. Margaret Kelly and Eve Voysey's 16 page paper on 'Lone parents, employment and related issues', focuses on child care, work opportunities, training and disincentives to work. A 14 page paper presents recommendations from the Legal Subcommittee. Topics covered include maintenance enforcement, delays in court proceedings, counselling, changes to court procedures, property, legal education, counsellor education, and public education. Further papers, summaries or recommendations cover crisis needs and a separation crisis service; housing policy and one parent families, long term needs and long term services; lone parents, their children and the education system.

OGBORN, K
Training scheme for widow pensioners 1968-74.
Social Security Journal Dec 1984: 1-10

The experience of the Training Scheme for Widow Pensioners (TSWP) points to difficult issues which must be faced in the setting of objectives and targeting of this kind of assistance, and the possibility of such schemes actually compounding disadvantage. It illustrates the complex factors associated with receipt of sole parents' or widows' pensions and the variety of barriers to labour force participation. However it demonstrates the demand for such training if programs are tailored to the specific needs of the group.

RAYMOND, J
Bringing up children alone: policies for sole parents.
Canberra, ACT: Australian Government Publishing Service, 1987, xi, 145p, tables, figures (Social Security Review issues paper; no.3)

This paper examines the appropriateness and adequacy of current income support arrangements for sole parents. A major focus of the paper is to analyse the specific barriers preventing sole parents, and particularly sole mothers (as they comprise almost 90% of the sole parent population) from participating in the labour force. The paper also outlines the historical development of current arrangements and their objectives, and briefly describes arrangements in comparable overseas countries; describes trends in numbers and outlays; examines characteristics of sole parent pensioners; analyses trends in sole parents' labour force participation rates; suggests directions for reform, with a view to improving the adequacy of assistance for children in one parent families and assisting sole parents to achieve long-term financial independence.

SYMONDS, P J
How long are lone parents lone parents? Research findings and implications for SA housing policy. Unpublished, 1982, 24p, tables.

Reviews research findings on the determinants of the duration of the transition period between separation and remarriage. Presents Australian demographic data on single parents in terms of housing, employment and income. Recommends two housing options, short term private rent subsidisation and long term public housing, and suggests ways of assessing which category of housing a person is likely to need.

VOYSEY, E
Sole parents and domestic barriers to employment.
Australian Quarterly v.58 no.4 1986: 398-406

Uses data from a 1984 survey of 81 sole parents in Sydney to explore the domestic arrangements made by those who were employed. Sole parents are the only income earners and homnemakers in their families. Thus, they are unable to share the labour in the home with anyone, and, because most sole parents are women, are likely to have lower than average incomes and are less able to purchase services to assist them at home. The respondents were, on the whole, handling their domestic labour in an unsupportive environment. How people in such situations manage to hold their families and jobs together may point to new ways of breaking down the domestic barriers to employment.

WALTERS, S
The changing role of women in Australia.
In: Tonti-Filippini, N, ed. Health care priorities in Australia: 1985 conference proceedings. Melbourne, Vic: St Vincent's Bioethics Centre, (1985), p.145-149

Reviews why there has been an increase in the number of women in the workforce, discusses this briefly in relation to youth unemployment and women's rights of individual choice, and examines problems of the increasing number of women caring for children without the support of a spouse.

WEBB, K
Are single parent families in Australia necessarily disadvantaged.
Journal of the Home Economics Association of Australia v.12 Apr 1980: 10-14

Single parent families in Australia are a diverse group, with a variety of educational and social backgrounds and differing financial situations and ability to cope. This article looks at the pros and cons of one parent families. Data from the Commission of Inquiry into Poverty and the Australian Bureau of Statistics National Family Survey are cited to give a demographic picture of one parent families in Australia. Their main disadvantages are discussed, including income, employment, child care, housing and isolation. The main advantages involve freedom from previously unstable or violent relationships, eligibility for welfare benefits, and possibility of a greater commitment of the single parent for the children.

RURAL FAMILIES AND EMPLOYMENT

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PRIOR, M; WALLACE, M; CARR, J
What about me?: the impact unemployment has on country girls.
Sydney, NSW: Government Printer for Women in Education (Lismore), 1983,
58p, ill.

Against a background of high levels of unemployment in country areas and high costs of accommodation and shortage of jobs in cities, Part 1 documents personal experiences of a diverse group of girls from Lismore, NSW. Part 2 outlines the results of two surveys carried out in the district with 1982 female school leavers and 1983 female school students, aimed at gaining an overall view of the problems and expectations of country girls. Suggests issues that need to be acted upon, particularly with regard to the education system, and community and employer attitudes.

SCHOOL TO WORK TRANSITION

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ABEYAGUNAWARDENA, D, comp.
Easing transition from school to work.
Education News v.19 Dec 1985: p29

Briefly describes the Australian Traineeship System (ATS) introduced by the Federal Government, its funding and administrative arrangements.

ANDREWS, R J
Educating adolescents.
AAMR Journal v.8 Dec 1984: 3-6

Author discusses present school programs for students with disabilities, noting facts such as that the majority of handicapped adolescents leave school in the 15-16 year period, that many special schools give their students very little of relevance to the transition from school to adult life, and that there is considerable doubt about how handicapped students integrated into regular schools are prepared for adult life, especially in terms of independent living skills and pre- vocational training. Recommends full educational programs for disabled children and adolescents in terms of years of schooling, and the availability of an appropriate type of education and curriculum, especially after the compulsory school years. Points also to the need to determine which government agency is to be responsible for these extended programs.

AUSTRALIA. Department of Education
The educational response to the changing needs of youth.
(Canberra, ACT): (Department of Education), 1980, 55p

This paper, a CERI (Centre for Educational Research and Innovation) project based on recent research undertaken in Australia, focuses on the needs of young people, educational responses, and recent policy developments. Describes and evaluates the role education plays in influencing the values, perceptions and skills that young people take with them into the world beyond school, especially the world of work. States that 'time and again the discrepancy between the realities of living in the world and the offerings of the school is highlighted in research findings. Schools do not sufficiently cater for the personal and social development of their students, especially for many sub-groups among them'. Discusses how this situation could be remedied, examining existing responses such as the Education Program for Unemployed Youth (EPUY) and the Transition from School to Work Program, and stresses the needs of disadvantaged groups. Concludes that 'education alone cannot provide for the development of a society where all those who desire to work and thereby derive great personal satisfaction are able to do so, but it can contribute to it'.

AUSTRALIA. DEPARTMENT OF EDUCATION AND YOUTH AFFAIRS
A guide to the Commonwealth Government's programs and services for young people.
Canberra, ACT: Australian Government Publishing Service, 1983, v, 28p.

Outlines the basics of employment-oriented programs and youth support programs, providing a brief directoty of available services and programs, eligibility conditions and contacts for further information. The booklet is divided into sections to help those thinking of leaving school; those thinking of undertaking further study, outlining financial assistance available; and those seeking employment, detailing programs provided to help with work experience or training, and the variety of support programs and services for people unable to find work.

AUSTRALIA. DEPARTMENT OF EDUCATION AND YOUTH AFFAIRS
Immigrant and refugee youth in the transition from school to work or further study: report of Ethnic Liaison Officer Working Party No.2.
Canberra, ACT: Australian Government Publishing Service, 1983, vi, 49p, tables.

Describes background to the Ethnic Liaison Officer Scheme, and reports that the review of information and research about education and training programs available to immigrant and refugee youth found that personal, social, educational and employment needs of youth in this group are often not fully recognised, acknowledged or met. Lack of recognition of their particular vulnerability contributes to frustration and unhappiness, often with lifelong consequences for the more than four thousand 15- to 19-year olds who have come to Australia each year in recent years and to the thousands before them. Offers objectives and proposals for consideration and implementation under the following headings: information; English for education or employment; staffing; teaching profession; student assistance; policy and program co- ordination.

AUSTRALIAN Bureau of Statistics. Victorian Office
Youth in Victoria.
Melbourne, Vic: Australian Bureau of Statistics, 1985, 82p, tables, statistical charts (ABS catalogue no. 4111.2)

This report brings together data on Victoria's youth population. Background information on the demographic structure of the youth population including statistics on population, marriages, divorces, births and deaths is contained in Chapter 1. Some non-demographic characteristics are examined, including data on leaving home, health management, income and crime. Chapter 2 examines the level of participation in formal educational programs and looks at aspects of youth's transition from formal education to the labour force. Chapter 3 examines labour force participation, together with an analysis of some of the attributes of the employed, the unemployed, and youth not in the labour force.

BAKER, S
A comparative evaluation of the impact on participants of youth labour force programs.
Canberra, ACT: Bureau of Labour Market Research, 1984, 51p, tables, (Working paper/ Australia. Bureau of Labour Market Research; no.50)

This paper presents a comparative evaluation of 12 youth labour force programs using data obtained from a mailed questionnaire survey conducted in May 1982, 6 to 8 months after participants had left a program. Education based programs, including pre- apprenticeship programs, and employment based programs are included. The characteristics of program participants and their labour market experience after leaving a program are described and discussed. It is shown that there is a wide disparity between the various programs in the labour market experience of program participants. In general, the proportion of participants of the pre- apprenticeship courses who were in continuous full- time employment in the 6 to 8 months after completing a program (46 per cent) was higher than the corresponding proportion for employment based programs (42 per cent) and for other education based programs (15 per cent). Analysis of the experience of program participants shows that most programs had a similar effect upon subsequent labour market experience when the personal characteristics of participants were taken into account. However, some programs are shown to perform better than others, and particularly extended SYETP - for those who completed their placement. It was found that those who complete their program placement were more likely to have a successful outcome in the labour market than those who did not complete. Other personal characteristics of participants that influenced labour market outcome include the school year in which participants left school, whether they had completed a course of post- school training, and their pre- program labour market experience.

BATTEN, M; GIRLING-BUTCHER, S
Perceptions of the quality of school life: a case study of schools and students.
Hawthorn, Vic: Australian Council for Educational Research Ltd, 1981, vii, 71p, tables. (ACER research monograph; no.13)

Reports on a three-year research program which systematically examined the aspects of school life contributing to student satisfaction. A survey involving a series of questionnaires was carried out on a nationally representative sample of students 13 and 17 years of age in 1978. A theoretical model was developed that defined the meaning and structure of the quality of school life. In addition, a case study was undertaken in a small number of schools, using the theoretical model as a basis for investigation. The case study provided information about differences between schools and between year levels, and about the processes at work within a school that influence students' perceptions of the quality of their school lives. Findings bring forward issues that seem to warrant further investigation; the power of the teacher- student relationship, peer group influence, Year 10 motivation, and the attitude of ex- students to their schooling. Directions for future research are suggested.

BLAKERS, C
From transition to youth policy: an outline of developments and provisions.
Youth Studies Bulletin v.4 Nov 1985: 43-55

With the growth of youth unemployment in the 1970s the process of transition from school to work and adult status was seriously disrupted for many young people. In Part 1 this paper traces the development of government youth policies from 1979 onwards, and in Part 2, outlines the Commonwealth Government's strategy for young people as announced in August 1985. Sections on employment (traineeships and employment incentives), education, income support provisions, and community support services for unemployed youth are included.

BLAKERS, C
Teenagers: from school to work; a summary of the research.
National Clearinghouse on Transition from School Newsletter v.1 Nov 1982: 29-49

Reviews the research literature in order to outline social and economic developments in Australia in the post- war period, focusing on industrial and technological change, unemployment, education, population growth and school enrolments. Then summarises research on school participation and retention rates; geographical differences; school type differences; school retention and employment prospects; explaining the trends.

BENTLEY, P; O'NEIL, M
School participation and labour force participation of teenagers.
In: Kaspura, A J, ed. Labour force participation in Australia: the proceedings of a conference 29-30 April 1982. Canberra, ACT: Australian Government Publishing Service, 1983, p135-153, 155-156, figures, tables. (Monograph series/ Australia. Bureau of Labour Market Research; no.1)

The high level of participation by school students in the labour market - in August 1979, the Australian Bureau of Statistics had measured the South Australian participation rate as 29.1% - indicated that it was important to understand the dimensions of school students' participation in the labour market in order to provide a broader information base upon which school to work transition programs in schools could be based. In 1980 the Youth Bureau carried out a questionnaire survey in South Australian schools to obtain information about students' labour force participation. Authors outline the survey methodology, and set out some of its main findings which, while they do not provide any analytical insights into the labour market, help to provide an information base. Authors also explore some of the implications for interpreting labour supply and demand behaviour that arise from a consideration of the overlap between school participation and labour force participation. Comments on this paper by W J Merrilees are provided, p154-155.

DWYER, P J; WILSON, B
Structural change, job prospects and working- class responses.
Australian and New Zealand Journal of Sociology v.17 Jul 1981: 31-40

This paper criticises the existing parameters of the debate about youth unemployment and school work transition by drawing attention to the nature of class experience in our society, and the significance of cultural factors when appraising the possible futures of working class youth. The dimensions of the present crisis, together with a breakdown of the cultural hegemony of the ruling class, suggest that declining job prospects make working class responses to structural change much more significant for the future than both government policy and social research at present recognise.

DWYER, P; WILSON, B; WOOCK, R
Confronting school and work: youth and class cultures in Australia.
North Sydney, NSW: George Allen and Unwin, 1984, 175p, tables, figures.
(Studies in society; no.23)

Examines the current situation of youth unemployment and schooling, indicating some of the more prominent differences in the experience which young people have in Australian society, particularly in relation to leaving school. Considers the process of cultural formation in Australia, and investigates working class cultural traditions in order to understand the perspectives which working class youth bring to bear on their relationships with schooling and the world of work. Explores historically the relationship between education policy and economic developments. Considers recent political and ideological developments in Australia, described as the 'new dogmatism'. Examines transition education, both its stated goals and its hidden agenda, arguing that on both levels it is inadequate. Finally, looks directly at teachers in working class schools, transition programmes and other educational arenas, and analyses the problems and possibilities facing all of us in such circumstances.

GIBSON, P
Training for employment: a personal view.
Community Quarterly no.1 Sept 1984: 22-25

Describes and evaluates a school to work transition programme in operation at Brighton Technical School, highlighting some of the problems encountered.

HARDY, B
Monitoring and evaluation in the Victorian TAFE Transition Program.
In: Armstrong, A F, ed. The skills of evaluation: proceedings of National Evaluation Conference (2nd: 1984: University of Melbourne). Parkville, Vic: Department of Psychology, University of Melbourne, 1986, v.2, p334-346

This paper reported an evaluation conducted within the Victorian Technical and Further Education Board (TAFE) to establish systematic data collection and form a basis for self- evaluation of the Youth Transition Program designed to help unemployed youth move from the states of child/ student to adult. The author distinguished between the purposes of two evaluation

activities, monitoring and time series data collection for administrative/ accountability decisions and surveys of program participants and staff to improve the program and involve participants. The article concludes that evaluation of a program should be planned as a whole rather than as unconnected pieces. It should be an integral part of the program administration and operation, not just a tacked on after thought. The evaluation should meet people's needs and build on their experience. The evaluation must be consistent with program objectives

ISAACS, E
Greek children at school and after.
Canberra, ACT: Australian Government Publishing Service, 1981, vii, 69p, tables. (ERDC report; no.29)

An account of follow-up interviews with 93 Greek boys and girls whom the author interviewed 7 years after she had reported their experiences in her book 'Greek children in Sydney' (ANU Press, Canberra, 1976). The aim of this study was to investigate: the manner in which decisions to leave or remain at school were reached, and the extent of parental influence; parents' and children's perception of school and teachers; maintenance and continuance of after school Greek classes and their possible absorption into the State education system; parents' and children's evaluation of their current status; and children's attitudes to the preservation of traditional norms as taught by the parents. The main findings suggest that interaction of Greek parents and children at work and school is minimal in the established social life of the community, and author states that the indifference, exclusion and rejection the parents and children experience at all levels of contact within the local society return them to institutions legitimated in their village which they neglected in the early years of settlement in Australia.

KEEVES, J P; AUSTRALIAN COUNCIL FOR EDUCATIONAL RESEARCH
The transition from school to work, to further training and to a constructive adult life.
In: Baird, C E; Gregory, R G; Gruen, F H, eds. Youth employment, education and training: conference papers. Canberra, ACT: Centre for Economic Policy Research, Australian National University, 1981, p2.1-2.29, figure.

Provides an overview of the studies to investigate problems involving the transition from school to work and to further education that have been conducted or are planned as part of the research program of the Australian Council for Educational Research (ACER). In the research reported in this paper, a particular emphasis is placed on the years of adolescence and on how educational and occupational aspirations and academic performance at school combine with home background to influence how long students stay at school, the further training they seek and the kind of jobs they enter. Also includes an evaluation of Education Programme for Unemployed Youth (EPUY) and pre-vocational and pre-apprenticeship programs.

KEMMIS, S; COLE, P; SUGGETT, D
Orientations to curriculum and transition: towards the socially- critical school.
Melbourne, Vic: Victorian Institute of Secondary Education, 1983, viii, 56p, tables.

The question of what schools should do to prepare young people for adult life is vital. Many young people have begun to question the usefulness of their schooling experiences in equipping them to lead meaningful fulfilled lives in a complex society. Paper aims to clear some of the conceptual ground for the debate about how the curricula of schools might be transformed to confront the issue of transition. Three possible curriculum orientations are outlined, the educational significance of the socially-critical school is asserted, and strategies are presented for transforming contemporary schools so the idea of the socially- critical school can be realised.

KILMARTIN, C; WULFF, M G
Educational and labour force participation of Australian young people living in two- and one- parent families.
Journal of the Australian Population Association v.1 Spring 1984: 121-139, tables

This paper is concerned with the educational and labour force transitions of youth. A major objective is to analyse how the immediate family of origin affects a young person's decision to remain in school or education, join the work-force, or in some way combine both activities. A crucial question related to these decisions is: what difference does it make to young people if their launching into the adult world is done from the base of a one- parent or two- parent family? The major data source employed in this paper is the 1981 Household Sample File (HSF), a one per cent sample of households and non-private dwelling members drawn by the Australian Bureau of Statistics from the 1981 Census. Conclusions include that at first glance, those young people who are launching themselves from a one- parent family are disadvantaged, at least in the immediate term. Generally, though, overall differences demonstrated vanish once family income is taken into account. Also, while family income itself would appear to be a mediator of disadvantage, other findings suggest that family income is not the only contributor to the educational and labour force position of youth in one parent families.

KING, S E
Federal policy relating to school retention in Australia.
Youth Studies Bulletin v.3 Feb 1984: 84-107

Discusses firstly, school and attitudinal changes being sought through the Participation and Equity Program and secondly, youth allowances restructuring in the context of the school retention issue. Queries whether such changes would increase school retention rates substantially. With respect to youth allowances restructuring, the paper suggests that a constrained youth allowances package (CYAP) - constrained in terms of cost and political acceptability - is achievable and likely to be introduced in

the not too distant future by the Federal Government. However, it has queried whether a CYAP would increase school retention substantially.

KING, S E
School- leaver employment in a community context: expectations of employers, school- leavers and young workers.
Canberra, ACT: Australian Government Publishing Service for Department of Education and Youth Affairs, 1983, xi, 129p, tables.

Examines issues to do with school leaver employment in one community - Goulburn, New South Wales. Focuses especially on school- leaver job acquisition and job adjustment. Expectations of different groups (eg employers and school leavers) are examined, in part so that the extent of expectation agreement and of mutual awareness of expectations can be studied. Aspirations, attitudes and outlooks are also discussed. Actual hiring practices of employers and the influence of the surplus labour situation on such practices are examined; also, factors related to school leaver job turnover. Positive and negative findings are reported, and remediation of the negative findings discussed.

O'CONNELL, M
And now for something completely different - or a little more of the same.
Youth Studies Bulletin v.3 Feb 1984: 14-18

Concerns the search for a useful connection between the Rural Resettlement Movement and the development of satisfactory post- school roles for young people in work or in other activities. In her analysis the author describes the 'product focus' approach and the 'process focus' approach. Explores definitions and connotations which relate to work and emphasises that another notable feature of the Movement is its rejection of the power structures of mainstream society. In conclusion the feasibility and value of the scheme are reiterated.

POOLE, M
Choosing a transition to adulthood.
Education News v.19 Nov 1984: 42-44

This paper reports key findings of a cross cultural study comparing values, aspirations and choices of adolescents from Australia, United States, India, Holland and Singapore. The sample was drawn from 4 rural communities in The Netherlands, India, the United States and Australia (Kyneton, Vic), and 2 cities, Sydney and Singapore. Marked individual differences were found in each national and sex group but across these diverse cultures young people anticipated pleasant personal futures, especially in relation to education, work, and their own marriage and parenting.

POOLE, M E
Youth: expectations and transitions.
Melbourne: Routledge and Kegan Paul, 1983, xiv, 339p.

Examines Australian society's expectations of adolescents in their transition to adulthood and compares these with the young people's own aspirations. Explores the sources of these aspirations, and discusses their social and educational implications.

PRAETZ, H
Education and employment: patterns of participation of Victorian 15- 19 year olds.
Melbourne, Vic: Victorian Institute of Secondary Education, 1983, 33p, figures, tables. (Working paper/ Victorian Institute of Secondary Education)

Seeks to provide a comprehensive, statistical overview of the involvement of young people in Victoria in education and training, work and unemployment. The participation of 15-19 year olds in post compulsory education at school or in a number of other education and training options is described. Teenagers' labour market status and employment patterns are discussed and some comments are made on their rates of unemployment. The quality and compatibility of available data bases are considered and the implications of these findings are discussed.

SMITH, R E
Youth employment and training programs during the first two years of the Reagan administration.
National Clearinghouse on Transition from School Newsletter v.2 no.1 part 2 Feb 1983: 63-69

The purpose of this paper is to report on some developments in the United States that might be especially relevant to Australians interested in programs to ease the transition of young people from school to work. Two programs are described here. The first is the set of activities authorised by the Comprehensive Employment and Training Act (CETA), the US Government's largest employment and training program. The second program examined is the Targeted Jobs Tax Credit, a wage subsidy largely designed to stimulate the employment of economically disadvantaged youth. Because of its similarity to Australia's Special Youth Employment Training Program, it might be of particular interest.

WATKINS, P E
Curriculum change and the school- work interface: a critical analysis of work experience.
Australian and New Zealand Journal of Sociology v.16 Jul 1980: 37-44

Recent innovations into the curriculum concerned with the school- work interface have been hailed as the solution to unemployment and underemployment prevalent in our society. However, this paper argues that they, like the technology they are intertwined with, are a form of social control and reproduction. These innovations hope to maintain stability and

control by socialising students to the fragmented, atomised workplace and allowing students to internalise the appropriate attitudes and dispositions. In this way the conflict through the imbalance between the school system and the world of work might be resolved, while the social control and social relations of production inherent in our society are legitimised.

WINDSCHUTTLE, K
Schools for the future.
Australian Society v.3 Jun 1984: 15-18

OECD figures on 15-19 year olds' participation in full-time education are unrepresentative as they disregard Australia's tradition of technical teaching. Two major issues are raised: the fluctuation in demand for extended and higher education and the debate over school curricula. Urgently needed is a perspective drawn from the labour market. Changes advocated are that secondary schooling cannot be seen as an end in itself but should basically be a preparation for tertiary education. Years 11 and 12 should have stronger vocational components than they do now.

YOUNG, C; PETTY, M; FAULKNER, A
Education and employment of Turkish and Lebanese youth.
Canberra, ACT: Australian Government Publishing Service, 1980, xvii, 284p, tables

This research examined a range of problems experienced by Turkish and Lebanese youths in Australia in the transition from school to work. A series of interview surveys collected both numerical and qualitative information to describe their school experience, their transition from school to work and their work experience. To provide some perspective on their situation, their experience was considered in relation to that of Anglo- Australian youth from the same geographic areas, and against the background of current literature relating to the school experience of migrant children, the general issue of the transition from school to work, the demographic and economic situation in Turkey and Lebanon, the settlement in Australia of Turks and Lebanese, and the characteristics of the labour force in Australia as they relate to migrants, and Turks and Lebanese in particular. Census data were also reviewed, and interviews with employers, teachers and community leaders provided additional information. The study indicated many areas where further investigation and policy development might be considered, and recommendations are made within these areas.

SHIFT WORK, PART TIME WORK AND FAMILY FUNCTIONING

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AUSTRALIA. Bureau of Labour Market Research
Who's in the labour force? A study of labour force participation.
Canberra, ACT: Australian Government Publishing Service, 1985, xviii, 197p, tables (Research report/ Australia. Bureau of Labour Market Research; no.7)

This report comprises four major parts. Part 1 provides information on current concepts, definitions and measurements of who is in the labour force, historical trends in labour force participation and changing aspects of labour force involvement. Part 2 provides a perspective on changes in the labour force relative to overseas experience. Part 3 reviews existing empirical studies of labour force participation and reports the Bureau's further empirical analyses of the determinants of full-time and part-time labour force participation. In Part 4 aspects of policy are covered, first policies influencing labour force participation followed by an overview of the findings of the study and their implications for labour market policy in Australia.

AUSTRALIA. DEPARTMENT OF EMPLOYMENT AND INDUSTRIAL RELATIONS. WOMEN'S BUREAU.
Facts on women at work in Australia, 1982.
Canberra, ACT: Australian Government Publishing Service, 1983, 46p, figures, tables.

This publication sets out some of the main facts about the male/ female composition of the Australian labour force and highlights particular characteristics relating to females. It follows a similar publication produced in 1980; the data presented in the earlier publication have been updated and additional material included.

BARCLAY, S
Sole parents and work.
Equity v.2 Mar 1987: 1-2

Discusses the Social Security Review paper entitled 'Bringing up children alone: policies for sole parents' from the perspective of a sole parent. The implications of possible directions for reform are considered difficult to assess, and the ability of any of the three proposals to support long term employment of sole parents is questioned. Part time work needs to be supported and recognised as an option that sole parents should be able to choose.

BENN, C
The part time trap.
Australian Social Welfare Impact v.10 Sept 1980: 24-26

Criticises the trend towards part time work, examines whose interests it serves, and comments on the way in which part-time work affects disadvantaged groups in the community in the general context of the work patterns of low- income people. For disadvantaged workers, part time work can mean full time poverty or at least a reduction in scarcely adequate living standards. Also points out that, for married professional women, a disadvantage of part-time work is that it is one means of institutionalising the part-time worker/ part-time mother/ homekeeper role, a role which avoids sharing the household and child care work in the home.

ECCLES, S
Women in the Australian labour force.
In: Broom, D H, ed. Unfinished business: social justice for women in Australia. North Sydney, NSW: George Allen and Unwin, 1984, p80-93, tables

This paper outlines the comparative position of women in the Australian labour market and examines variations in the comparative labour-market status of women over the past decade. Women's involvement in the labour market is covered in several aspects: participation, employment, occupational distribution, unemployment and hidden unemployment. Identifies occupational segregation, unemployment and part time employment as sources of continuing difficulty for women. Hazel Moir, in her comment on this paper (p94 - 100), develops the argument that women need to consider options for dealing with these three issues with the clear recognition that the structures and values of today's paid workforce have been almost entirely defined by men. 'If we fight only for equality in this male- defined world we abrogate our right and responsibility to define, with them, the world in which we live and work'.

EDWARDS, S
The development of permanent part-time employment.
Work and People v.10 no.3 1984: 16

Interest in and demand for permanent part-time employment in the public sector in Australia have been growing rapidly over the past decade. In recent months, formal guidelines governing permanent part-time employment have been developed between public sector unions and employee bodies in the Victorian Teaching Service and the Australian Public Service. In this article these guidelines are briefly outlined.

GRIFFIN, V
'Alternative working arrangements' : of euphemisms and euphorias.
Australian Quarterly v.56 no.4 1984: 387-395

States that job sharing and part time work are viewed by trade unions as euphemisms for sharing unemployment. Demonstrates that trade unions' suspicion about attempts to erode standard working hours is very well-founded, and that initial safeguards against indiscriminate use of part time workers have by now been dismantled. Presents statistics to show growth in female part time labour, and argues that this growth has occurred because it offers positive economic advantages to employers. Argues that permanent

part time work or job sharing proposals do not constitute a meaningful alternative because they and their proponents do not challenge the status quo along two significant dimensions: they do not question the nature of the 'expressed preferences' of women vis-a-vis desired working hours; nor do they challenge the traditional dichotomy between work life and family life, and the associated division of responsibilities between producing labour and utilising labour

JAMROZIK, A; HOEY, M
Workforce in transition: implications for welfare.
Kensington, NSW: Social Welfare Research Centre, 1981, 74p, tables (SWRC reports and proceedings; no. 8)

In this exploratory analysis of data extracted from official labour market statistics, changes in the structure of the Australian labour market during the 1970s are examined, with the aim to ascertain the effects these changes might have on the well-being of the workforce. Six issues are focussed on: unemployment of youth; shift from full- time to part- time work; employment of women; early withdrawal from the workforce; low incomes in relation to the cost of living and taxation system; and the position of labour in a capital-intensive economy. Implications of labour market changes for social policy are considered, as are the appropriate research methods for identifying social and social welfare issues in economic activities.

McCALLUM, R C
Discriminating against mothers: part-time work, child care and the family.
Law Institute Journal v.59 Jul 1985: 692-693

In Home Office v. Holmes (1985) 1 WLR 71, an English Employment Appeal Tribunal held that the refusal of a government department to grant part-time employment to a mother contravened the English Sex Discrimination Act 1975 because such a refusal amounted to discrimination on the grounds of sex. Author analyses this decision, and shows that the relevant provisions of both the Victorian Equal Opportunity Act 1984 and the Commonwealth Sex Discrimination Act 1984 closely resemble their English counterpart. Speculates on what would happen if a similar case occurred in Victoria, outlining what the mother would have to prove and showing that, unlike under the English Act, fathers in Victoria could also seek redress under the Victorian Act.

McMAHON, P J
Australian working time adjustments and part- time work.
Canberra, ACT: Bureau of Labour Market Research, 1983, 30p, tables, graphs. (Conference paper/ Bureau of Labour Market Research; no.32)

Two aspects are addressed in this paper. First, the issue of what reorientating working time towards part time work may mean for other forms of work time reduction - earlier retirement, changes in annual leave, changes in public holidays etc. - is discussed by reference to past trends in working time. Since 1900 there has been a 25 per cent reduction in average hours worked per week per year by the full- time male labour force.

The costs, in terms of national income foregone, of reduced average working hours per week per annum over the last 70 years has been estimated to lie between 7 per cent and 33 per cent of current national income. If we take all of our future increases in productivity in the form of reduced working time, rather than wage increases and/or earlier retirement and later labour market entry, we can achieve in the next 20 years a further gain in leisure of 11 hours per week. In the second part of the paper the issues associated with answering the question 'How far can we go in accelerating the long term downward trend in working time in order to balance out labour demand and supply?' are raised. In addition, an outline of future research on this issue envisaged for the Bureau of Labour Market Research is briefly discussed.

McMAHON, P; ROBINSON, C
Alternative measures of unemployment.
Bulletin of Labour Market Research no.10 Mar 1984: 23-26, tables

Unemployment measures have many uses, from measuring economic hardship to registering numbers of people seeking work. The current measure may not be valid for all the uses to which it is put; supplementary unemployment measures are needed which better suit these uses. Seven measures, including the Australian Bureau of Statistics (ABS), official unemployment rate, are explained and compared. These other measures highlight different aspects of unemployment such as duration, adult versus youth unemployment, persons seeking full time versus part time work. All the measures show a rapid growth in Australia since 1980 but the rate of increase varies markedly according to which measure is used. The range of variation is highest for women workers.

MILLS, A; WOOD, J M
The attitudes of New South employers to voluntary reduced work time.
Human Resource Management Australia, v.24 May 1986: 38-46

The concept of voluntary reduced work time has a number of implications which would seem to address some of the major socioeconomic problems confronting developed societies. A national study conducted in the United States in 1978 indicated that prevailing work time condidtions were at variance with the preferences of workers, and similar studies in Australia have indicated results paralleling those found in the US. The findings indicate a changing attitude in the community towards the Standard Hours model of work. Socioeconomic factors highlighting the mismatch between the Standard Hours model of work and preferred lifestyles include changing family lifestyles, occupational stress, early retirement and unemployment. Voluntary Reduced Work Time (VRWT) offers a range and flexibility of options which flexi-time, permanent part time work and job sharing do not. A study was conducted in New South Wales with questions relating to willingness of employers to allow employees to trade-off varying proportions of both current and future income in exchange for leisure in five different forms ranging from a shorter work day to early retirement; and cost-benefits of time-income trade-offs. The findings indicate that there are several barriers which would inhibit the implementation of VRWT in many organizations; the most important is concern over increased costs, potential

difficulties with work scheduling and the variance between employers' and employees' trade-off preferences.

O'DONNELL, C
Industrial issues for working parents.
Australian Left Review no.88 Winter 1984: 12-20

Affordable child care is an industrial issue which needs to be taken up more actively by the trade union movement, along with issues such as maternity leave, parental leave and protective legislation for pregnant and breast feeding women workers. The author discusses the issues and outlines the debates about how these objectives could best be implemented, and gives examples of benefits provided to working parents in other countries, particularly Scandinavian and European countries.

ROWLAND, G
Social and family aspects of shift work.
Human Resource Management Australia v.20 Nov 1982: 20-26

Paper presented at a seminar 'Work Effectiveness on Shift and Night Work, Latrobe University, 1982. Outlines the main features of the interaction between shift work and social and family adjustments, and exemplifies this interaction by studies conducted in the Australian context. Shiftworkers are isolated for the mainstream of community affairs and this can result in a shift work community being formed which is based on occupatioonal groups. This has a cetain protecting and insulating effect to the difficulties of adjusting to shift work, and aids in developing an increased tolerance and acceptance of the work situation. Family and social roles may conflict with shift times, and these roles are made better or worse depending upon the life stage of the individual. If there are difficulties of physiological adjustment, then the tendency is that social and family situations will reflect these difficulties. Those who experience difficutlies and are unable to leave the shift work system may carry a lifelong burden. For the majority who can tolerate shift work and make the necessary adjustments, there are material advantages.

SINGER, G
Quality of life in shift work.
Human Resource Management Australia v.20 Nov 1982: 29-32

In recent years there has been a large increase in the number of people working on shifts, and an increase in the interest in various aspects of shift work: the social, behavioural and health conditions which may distinguish shiftworkers from dayworkers. This paper concentrates on the physiological aspects of shiftwork and its corsequences for health. Summarised the main findings of studies in the area, points out methodological problems and suggests evidence in support of a causal connection between shift work and disorders of function. Paper presented at a seminar 'Work Effectiveness on Shift and Night Work, Latrobe University, 1982'.

SLOAN, J; WOODEN, M
Part- time work, school retention and unionization: aspects of the youth labour market.
Bedford Park, SA: National Institute of Labour Studies Inc., Flinders University, 1984, 90p, tables (Working paper/ Flinders University of South Australia. National Institute of Labour Studies Inc.; no.72

This report deals with three aspects of the youth labour market: 1) Part time employment - deals specifically with those who have left school and are working part time. 2) School retention - school retention rates over recent years have increased markedly for girls but decreased for boys. Authors address the questions: is there a connection between labour market conditions and retention rates? If such a connection exists, what is it and why is there a difference between boys and girls? 3) Unionization - there is a view often put that young people are under-unionized. Consequently authors seek to investigate the nature and extent of unionization of young people, including male/ female differences, and age differences in membership.

SMITH, P
The biological, social and organisational effects of shift work.
Human Resources Management Australia, v.20 Nov 1982: 34-43

This paper was presented at a seminar 'Work Effectiveness on Shift and Night Work, Latrobe University, 1982'. Three broad areas in which shiftwork has effects within industry and commerce are discussed, and logical points of intervention are considered. The three areas are biological, sociological and organisational. Some of the negative effects can be reduced, and coping with shift work can be managed. The popularity of shiftwork is examined, revealing the afternoon and night shifts as the problem shifts. Shiftworkers tend to show less absence than dayworkers. The problems of sleep are discussed. Where shiftwork is necessary, two-shift systems (mornings and afternoons or days and evenings) with weekends off are preferable. Organisational factors to be addressed include communication, training, transport, fringe benefits, overtime and absence cover, semi-autonomous work groups, policies for non-survivors, support services, diversity and selection.

SMITH, P
When you can't afford to work.
Australian Social Welfare Impact v.13 Mar 1983: 30-31

Explains the pros and cons for the unemployed of undertaking part time employment, study or volunteer work, highlighting some of the traps involved, and stating that it is clear that permissible income limits for unemployment beneficiaries should be increased, as should the income limits for the health care card.

SOLMAN, R; PETTY, M; LAUGHLIN, A
Job sharing in teaching: attitudes of teachers employed by the New South Wales Department of Education.
Australian Journal of Social Issues v.21 May 1986: 126-142, tables

Five hundred and one teachers employed by the New South Wales Department of Education responded to a survey instrument designed to ascertain the attitude of teachers to the possibility of job sharing. These respondents were employed in randomly selected secondary and primary schools in both the city and country regions of New South Wales. They were asked to respond to questions of a biographical kind, to questions which specified general attitudes to job sharing and to questions which asked for their personal views on the subject. The biographical data indicated that the sex breakdown across both the primary and secondary schools closely matched the breakdown in the teaching population. Fifty percent of the sample considered that the introduction of job sharing should be given high or very high priority, and the majority of respondents thought that it would improve teacher job satisfaction, health and well being, absenteeism and work load, but that administration, promotional opportunities and staff/ parent relationships would be negatively affected. Fifty five percent of the respondents said that they were interested in a job sharing position, and 56 percent of these interested teachers said that they would like the position now. The pursuit of other interests was the main reason given for wishing to teach in a job sharing capacity. It was concluded that the likely benefits of job sharing probably out- weigh its costs.

TURNER, C; GLARE, A
Women in large retail companies in Victoria: perspectives on work status, opportunities and prospects.
Melbourne, Vic: University of Melbourne Program in Public Policy Studies in association with Equal Opportunity Board, 1982, xxxv, 261p. (Monograph in public policy studies no.10)

Uses the retail trade as a way of examining key issues for women such as part-time versus full time work, access to management careers, the effects of technological change, and the extension of trading hours on work status and conditions as well as the workings of the Victorian Equal Opportunity Act.

WAJCMAN, J; ROSEWARNE, S
The 'feminisation' of work.
Australian Society v.5 Sept 1986: 15-18

Documents the shift in the nature of employment in Australia from 1973 to 1986. Full time work has declined proportionately, while part time and short term work has increased, according to statistics from the Australian Bureau of Statistics Labour Force figures. The trend toward 'outwork' (i.e. paid work at home) and self employment is described. These trends are linked to the economic recession since the 1970s and the growth in the service sector and accompanying decline in manufacturing. Women comprise two- thirds of the service sector employment (mainly at low levels) and are the majority of part time and temporary workers; thus though a much higher percentage of

women participate in the workforce, they are largely in low status and insecure jobs. Thus, a 'feminised' workforce here means a 'casualised' one. Describes economic and social pressures which increase this 'feminisation'.

WHITTINGHAM, B
Female labour force participation in the full- time and part- time labour markets.
Canberra, ACT: Bureau of Labour Market Research, 1984, 26p, tables. (Working paper/ Bureau of Labour Market Research; no.43)

Labour force participation rates of females have increased dramatically in the past two decades. This increase was almost entirely due to the increased participation of married females, particularly in the part time labour market. This paper aims to examine whether these changes can be successfully explained in the context of economic theory concerning choice between work and leisure. Data covering the period 1966 to 1980 are analysed with standard econometric techniques. The results obtained provide little support for the economic theory which describes the choice between work and leisure. It is suggested that inadequacies of recorded participation data for females is the most likely reason for this result. In so far as official data on female unemployment does not provide a reliable indicator of the number of females who would work if jobs were available, then recorded participation will not accurately identify the labour force behaviour of this group.

SOCIAL SUPPORT AND EMPLOYMENT

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AUSTRALIA. Department of Employment and Industrial Relations. Working Environment Branch.
Industrial democracy and employee participation: a policy discussion paper.
Canberra, ACT: Australian Government Publishing Service, 1986, 205p

The paper is intended to inform and focus public discussion on the issues involved and the actions the government may take to accelerate the application of participative practices at the workplace. It is based on the principles that industrial democracy achieved through greater participation by employees and their representatives is a desirable objective, that widespread participation will not occur spontaneously and that no single or simple blueprint or model should be imposed. Employee participation means employees having the opportunity to have a genuine say and influence on decision making. The case for change is presented, the sort of approaches available, the overseas and Australian experience discussed. Three broad options for government action are: legislation and other regulating approaches; stimulating progress with financial incentives and assistance; and encouragement and support through a greater committment to resources, education and training, and the provision of information.

ENGLISH, B A; KING, R J
Families in Australia.
Kensington, NSW: Family Research Unit, University of New South Wales, 1983, 377p, tables, figures.

A report, aimed at increasing understanding of the family and its place in modern society, which is based upon the National Family Survey and the General Social Survey conducted for the Family Research Unit by the Australian Bureau of Statistics in 1975. Chapters are: the Australian population; marriage and marital history; attitudes to marriage and the family; housing and residential mobility (by Trevor Lee); the workforce and occupational prestige; income distribution, inequality and welfare; health; family tasks; kin and social networks; parents and children; migrant families. Concludes that the study has shown, above all, that it is families with limited access to resources which have the greatest number of social, economic, emotional and health problems and whose children are at greatest disadvantage. These are the families at greatest risk.

GALLAGHER, S
SEARCH helpmates.
Interaction v.1 Feb 1987: 15-16

SEARCH (Southern Employment and Recreational Community Hub) is run by a committee of management and is located as a community business in a main shopping centre (Moorabbin, Vic). The program offers employment to people who have intellectual disabilities and provides access to community resources and support. Helpmates (participants) are involved in all facets

of the administration and in decision making procedures. The program is jointly funded through the Commonwealth Department of Community Services and the Victorian State Department of Community Services.

HALL, K
Full employment: the elusive quest.
Human Resources Management Australia, v.22 Feb 1984: 12-20

Traces unemployment and its causes, including the general downturn in the economy in various Western nations. Female participation in the workforce has increased markedly post-war, and a major feature of the recession in Australia in 1984 is the deterioration in the male labour market. Technological change and its effect on employment is discussed, and job security is given a high profile. The relationship between unemployment and alcoholism, mental disorders and suicides, and to lesser symptoms of depression, irritability and psychosomatic complaints is noted. The impact of unemployment, by moving counter to the desire of job security, is considered likely to produce measures of dislocation. Retraining, work alternatives, work or job creation, utilization of appropriate technology, stimulation of the economy, high technology industries, work sharing and restructuring of working life are briefly discussed as proposals to counteract unemployment.

HAMILTON, S
Supporting service families: a report on the main problems facing spouses of Australian Defence Force personnel and some recommended solutions.
(Canberra, ACT): (Department of Defence), 1986, 65p

This report, commissioned by the Minister for Defence, identifies and discusses problems facing spouses of Australian Defence Force personnel. Main problems identified are poor communications between the services and service families; lack of extended family and other community support systems for those families; poor employment opportunities for them; low self- esteem among the spouses of service people; family stress caused by disruption to children's education because of frequent postings; and dissatisfaction with the standard of service housing, housing maintenance and removal of personal effects. Practical suggestions are made for overcoming problems, and for helping families cope with the special difficulties created by a high degree of mobility.

JAMROZIK, A; HOEY, M
Workforce in transition: implications for welfare.
Kensington, NSW: Social Welfare Research Centre, 1981, 74p, tables (SWRC reports and proceedings; no. 8)

In this exploratory analysis of data extracted from official labour market statistics, changes in the structure of the Australian labour market during the 1970s are examined, with the aim to ascertain the effects these changes might have on the well-being of the workforce. Six issues are focussed on: unemployment of youth; shift from full- time to part- time work; employment of women; early withdrawal from the workforce; low incomes in relation to

the cost of living and taxation system; and the position of labour in a capital-intensive economy. Implications of labour market changes for social policy are considered, as are the appropriate research methods for identifying social and social welfare issues in economic activities.

MALONE, P; REID, M
Industrial social work: is there a case for the development of an in-house social work service?
Human Resource Management Australia, v.20 Nov 1982: 11-18

It is increasingly acknowledged that corporate success is dependent as much upon the maximization of people's potential as it is on effective utilization of natural resources and tools. An important component of this schema was recognized by the management of a large Australian manufacturing company, which realized that to achieve optimum efficiency of operations, they had to demonstrate practically a greater interest in the welfare of their employees. This article describes an innovative social work program provided by this company at one of its Victorian operations.

MALONE, P; REID, M
Industrial social work: part 2; a model for practice.
Human Resource Management Australia, v.21 Feb 1983: 36-43

Presents a theoretical model for industrial social work practice, and a discussion of the salient issues related to the development of this field. A literature search of both Australian and overseas publications disclosed a dearth of information on the subject and this paper is an attempt to redress this situation and to encourage the necessary input required to develop such a model.

TERRY, A F
EAPs: addictions at work.
Human Resource Management Australia, v.23 Nov 1985: 38-42

Employee Assistance Programs (EAPs) have evolved in Australia since the mid-1970s and the process of their development reflects the changes that have occurred in three specific areas. First, there is the continued development of professional standards in the education, treatment and rehabilitation of people with drug abuse problems. Second, while the consumption of alcohol has not increased markedly in the last five years, there has been greater media and political attention paid to the incidence of alcohol-related road trauma and to the prevalence of illegal drug abuse among young Australians. Third, the treatment field has shown itself reluctant to use the recovery factors found specifically in the referral of problem employees. These factors have taken the original alcohol and drug co-ordination services through to broad brush employee-assistance services capable of providing consultancy, implementation, diagnostic and treatment resources to Australian work organizations. EAPs reflect some of the more permanent social changes experienced in Australia.

WOLCOTT, I
Workers with family responsibilities: implications for employers.
Melbourne, Vic, Australian Institute of Family Studies, 1987, vii, 62p
(Discussion Paper/ Australian Institute of Family Studies; no.14)

Every worker has family responsibilities, whether these involve children, the aged, or more distant relatives. Even single people living alone bring to work with them the concerns, stresses and strengths that derive from family ties. Family matters are likely to be the underlying causes of absenteeism, on-the-job accidents and low productivity in the workplace: conversely, the world of work closely affects the form and quality of family life. There is an increase in the number of dual-earning families and families in which a single parent is responsible for carrying out both work and family tasks. This situation has highlighted the need to re-evaluate social policies based on outdated assumptions of workforce participation and family composition and lifestyles. Policies are needed which will enable people to reconcile the often conflicting demands of work and family - to maintain participation in both worlds as effective parents, partners and employees. This paper argues that those who own, manage and structure the places and conditions of employment share some of the broad community's responsibility for the quality and stability of family life.

VOYSEY, E
Sole parents and domestic barriers to employment.
Australian Quarterly v.58 no.4 1986: 398-406

Uses data from a 1984 survey of 81 sole parents in Sydney to explore the domestic arrangements made by those respondents who were employed. Sole parents are both the only income earners in their families and the only homemakers. Thus, on the one hand they are unable to share the labour in the home with anyone, and on the other, because most sole parents are women, they are likely to have lower than average incomes and are less able to purchase services to assist them in the home. The respondents in the survey were, on the whole, handling their domestic labour in an environment which provided little support to them. What can be learned from the way people in such situations manage to hold their families and jobs together may begin to point to new ways of breaking down the domestic barriers to employment.

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STRESS AT WORK AND FAMILY LIFE

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BARTLETT, B
Major occupational health hazards for women in the office.
Healthright v.2 Aug 1983: 25-29

Office work is often seen as nice, clean, safe work. It may indeed appear so, compared with many manual jobs, but it is not without its dangers. Author discusses the hazards from screen-based equipment, toxic substances, poor work design (especially as a cause of overuse injuries), air conditioning, poor lighting and noise, and, importantly, the immediate and long-term effects of stress.

BOTTOMLEY, G
Mediterranean women in Australia: an overview.
Richmond, Vic: Clearing House on Migration Issues, 1984, 16p (Multicultural Australia papers/ Clearing House on Migration Issues; no. 35)

In this paper presented to a Symposium of Mediterranean Women's Organisations in Greece in April 1984, author outlines problems faced by Mediterranean women in Australia as migrants, as women and as workers. Work, health, language, family life, housing and transport issues are commented on. Available services and programs are outlined, and problems of ethnocentrism and sexism on the part of policy formulators and contact people highlighted. Recommendations for improving the situation of Mediterranean women are made.

HAMILTON, S
Supporting service families: a report on the main problems facing spouses of Australian Defence Force personnel and some recommended solutions.
(Canberra, ACT): (Department of Defence), 1986, 65p

This report, commissioned by the Minister for Defence, identifies and discusses problems facing spouses of Australian Defence Force personnel. Main problems identified are poor communications between the services and service families; lack of extended family and other community support systems for those families; poor employment opportunities for them; low self- esteem among the spouses of service people; family stress caused by disruption to children's education because of frequent postings; and dissatisfaction with the standard of service housing, housing maintenance and removal of personal effects. Practical suggestions are made for overcoming problems, and for helping families cope with the special difficulties created by a high degree of mobility.

NAILON, M
Work stress affects family living.
Australian Family v.2 Oct 1981: 11-13

Suggests five brief case studies to demonstrate how work stress can affect family living, to the point of causing marriage break-ups, and argues that 'if the individual family is to survive in a situation of value changes its members cannot assume that 'accepted' values are the rights ones. They have to analyse carefully what they think are the priorities most likely to promote family living'. 'When people are more aware of the causes and effects that stress has on their lives they are more likely to observe, analyse and control those factors that can lead to negative results'.

NORQUAY, T
Burnout.
Law Institute Journal v.59 Oct 1985: 1046-1049

Although aimed at overworked members of the legal profession, this article has general applicability. Examples of people at risk of burnout, signs of chronic stress, and symptoms of burnout are outlined. The author gives suggestions for short term practical coping skills needed to manage day to day demands, and ways of assessing commitments and establishing goals to achieve longer term adjustment and renewal.

OTTO, R
Stress in the workplace and strategies of response.
Healthright v.2 Aug 1983: 15-18

When stress continues or is not released by suitable activity it can lead to hypertension, risk of heart disease or stroke, ulcers and lowered resistance to infection. Contrary to common belief, it is low-status blue-collar jobs which are associated with more stress. Resolvable challenges at work can give the satisfaction of task achievement. In contrast, distress-producing problems fail to meet personal needs or expectations or make demands beyond workers' resources. Women are more likely to be affected by stress in that they are mainly in more powerless jobs. In addition they have the demands of work at home, especially if they have children. Most attempts to help people cope with stress at work are personal, concentrating on helping the worker to adjust to the situation. They are aimed at and suitable to jobs where workers already have more autonomy and control. To help most people, the organisation of work must be changed.

SUBURBAN LIVING AND EMPLOYMENT

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SAMS, D; BEED, C
Changes in self-containment within Melbourne, 1966-1981.
Urban Policy and Research v.2 Sept 1984: 15-25, tables, maps

This paper explores the issues of whether the post Second World War suburbanisation of jobs and residents in large Australian cities has facilitated opportunities for outer suburban residents to obtain local work rather than travel to jobs in the inner suburbs, as was the typical case pre-war. Empirical data are provided to examine this question for the case of one major Australian city, Melbourne.

TECHNOLOGICAL CHANGE AND EMPLOYMENT

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AUSTRALIAN SCIENCE AND TECHNOLOGY COUNCIL. TECHNOLOGICAL CHANGE COMMITTEE.
Technological change and employment: a report to the Prime Minister.
Canberra, ACT: Australian Government Publishing Service, 1983, xii, 168p, tables, figures.

The aim of the report is to discuss, against a relatively brief outline of employment patterns, and the debate on the topic, the effects and trends that have recently been observed in relation to technological change. Some areas of major importance and concern requiring further action are identified, and suggestions made in each case as to the appropriate bodies to take such action.

AUSTRALIAN SCIENCE AND TECHNOLOGY COUNCIL. TECHNOLOGICAL CHANGE COMMITTEE.
Videotex in Australia: interactive information service: a report to the Prime Minister.
Canberra, ACT: Australian Government Publishing Service, 1983, xi, 91p, figures.

The objective of this report is to provide sufficient descriptive material for current videotex services and their possible development to be understood, to outline overseas experience of videotex to date, to survey the policy issues requiring attention, and to indicate some of the likely effects of introducing videotex to Australia, in areas of economic activity, employment, education and training, and social life.

BYRNE, E
Women and social reconstruction: a rendezvous with the twenty first century.
VIER Bulletin v.49, Dec 1982: 3-31

The author argues the need for women to play a major role in social reconstruction, the reform of labour market policies and work structure so that home and family concerns are once more central. People must re-assert control over the pace and direction of technological change, rather than accepting this change. Women are essential in achieving this reconstruction, but the author demonstrates that much historically persistent discrimination in education and working practices will have to be overcome before women take a major role in politics and economics.

ENCEL, S
Working life.
In: Australian society: introductory essays. Melbourne, Vic: Longman Cheshire, 4th edition, 1984, p65-112, tables

Concentrates on five topics relating to working: 1) work satisfaction; 2) the changing structure of the work force, with tables to show labour force sector percentages 1961-83 and labour force by occupation and sex 1961-82,

and a discussion on the effects of technological change; 3) class, status and occupation; 4) women in the work force, noting differences between the work situations of women and men, and discussing in particular the struggle for equal pay, moves to ensure equal employment opportunities, part time employment, migrant women in the work force, and women in non- traditional occupations; 5) unemployment, examining the growth, causes and specific effects of unemployment.

ENSLEY, R
Full employment: an outmoded objective in a technological age.
Australian Journal of Social Issues v.15 Nov 1980: 277-282

Author argues that pursuit of the full employment objective retards economic progress in technologically advanced countries. It has been suggested that the rate of technological adoption should be retarded where it leads to increases in unemployment. Author argues that technological adoption should be encouraged because it frees people from employment, releasing them for work. A clear distinction is drawn between employment and work. The question of income distribution is briefly addressed.

GAME, A; PRINGLE, R
Sex-typing in computerland.
Australian Society v.2 May 1983: 3-8

Focuses on one of the myths about the computer industry, namely that because it is a new industry, it is not organised around gender in the 'old fashioned' way and is open to men and women on equal terms. Authors show that gender divisions are as central in a new industry where jobs are supposedly non-sex-typed as they are in others. The sexual division of labour is not a remnant from the feudal past that is gradually being eliminated but is a fundamental structural feature of capitalist society. A gender analysis also brings into focus some other limitations in the ways we have thought about the history of data processing.

KABANOFF, B
Technological change: employee attitudes to the issue.
Australian Bulletin of Labour v.8 Dec 1981: 42-51, tables

The major aim of this study is to provide a partial remedy to the dearth of information about individual attitudes to technological change. A survey was conducted in late 1980 in selected Adelaide suburbs, a total number of 210 questionnaires being completed. The study aimed to sample a wide range of occupations and industries as well as a reasonable cross-section of attitude areas relevant to the issue of technological change. Three major attitude areas were chosen for investigation: the salience of the issue of technological change to future work experiences; the changes expected to occur in a person's work environment as a result of technological change; and the actions desired from management in response to technological change.

MAGAREY, S
Women and technological change.
Australian Feminist Studies no.1 Summer 1985: 91-103

After a brief look at the history of protest against technological change, especially as it appears in literature written by women, the author discusses the implications of new technology on work and on human reproduction. Technology has failed to eliminate the dual workforce; women's work is now increasingly part time and falls largely in the 'secondary' labour market, i.e. low paid and low level occupations. Moral and social implications of reproductive technology and genetic engineering are explored and possible future outcomes outlined. Human/ animal hybrids and the elimination of women are two of the possibilities discussed.

RODAN, G
Technological change and youth employment prospects: the Western Australian case.
Youth Studies v.5 Aug 1986: 18-23, table

This article was based on a survey of manufacturing and service companies in WA. The purpose of the survey was to ascertain the contribution of technological processes to economic growth and employment, and especially the implications of such developments for youth. The article discusses the prospects and the problems for youth employment in the prevailing pattern of technological change in Australia.

SANDERCOCK, L
Work and play: the architect, the bee and the space invaders.
Australian Society v.2 Sept 1983: 13-18

This essay reflects on the future of work and play and the threats and opportunities posed by new technologies. States that this is not just a second industrial revolution: we are at the beginning of an era of massive social, cultural and intellectual changes founded on the new technological base. We need to make sure we use the new technologies in socially useful ways, and to create earth-preserving and life-sustaining forms of work and play.

SLOAN, J; KRIEGLER, R
Technological change and migrant employment.
Australian Quarterly v.56 no.3 1984: 216-226

This paper aims to establish whether or not migrant workers are a particularly vulnerable group in terms of the job displacement and other changes associated with the introduction of new technology. The principal question addressed is whether the consequences of technological change are aggravated in the case of migrants because of their concentration in occupations or industries especially susceptible to technological change. Authors' conclusion is that, unlike the case of women, there is no overwhelming case to be made, one way or the other, that migrants are

selectively disadvantaged by technological change. There are, however, important problems still to be addressed and changes made.

SMITH, P
Full employment: an outmoded objective in a technological age; a rejoinder.
Australian Journal of Social Issues v.15 Nov 1980: 283-288

This paper challenges the assumption that technological change is beneficial because it results in efficient resource allocation. The introduction of technology in a period of low economic growth will merely distribute income to a decreasing number of people in jobs. As recent history has shown, this situation is worsened if the employed are not prepared to share their gains with the unemployed.

WILLIAMS, H S
Technology: work, leisure and education.
Journal of the Home Economics Association of Australia v.12 Nov 1980: 3-8

Considers the concepts of technology, work and leisure and seeks to identify some of the trends, conflicts and thinking in these respective areas. Some of the impact of technology and technological change on work and leisure is identified, and implications for education examined. Points include: the continued use of technology is as essential to solution of the practical problems we may now face from its misuse as it was instrumental in in creating these problems; in managing the problems of technology significant questions of values which will be answered by default if we fail to answer them consciously and with intent to action; technology will change the distribution ofjobs in the work force, and will call for increasing versatility among workers at all ages; technological change will call for adequate provision for education for persons of all ages and at all levels.

WINDSCHUTTLE, K
High tech and jobs.
Australian Society v.3 Nov 1984: 11-13

Australian labour market data produced by Richard Sweet show that in the past decade the main growth in absolute job numbers in Australia has been at the low or unskilled end of the job spectrum, whilst the biggest job losses have been recorded among the more highly skilled occupations. In addition, Sweet found that existing skilled jobs were themselves requiring less not more training and expertise. Projections of the American Bureau of Labour Statistics echo these trends; high technology will not provide the jobs that many predicted; the major growth will be in the unskilled areas of the services sector and at the very lowest ends of the pay scale. Author suggests that the best way to respond to these statistics and projections is to see them as providing urgent grounds for policy changes. We need a rejuvenation of industry, and education remains a crucial factor. We need to resist the American pattern of a deskilled, casual, low-paid, non-unionised workforce, and should look particularly to the work practices and respect for skill that characterise Japanese and Korean industry.

THE VALUE OF WORK AND ATTITUDES TO EMPLOYMENT

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BRYSON, L
The Australian patriarchal family.
In: Australian society: introductory essays. Melbourne, Vic: Longman Cheshire, 4th edition, 1984, p113-169, tables

This study focusses on the patriarchal nature of the Australian family, addressing the basic questions 'to what extent is the family system actually patriarchal', and 'are things changing'? Discusses first the sexual division of labour outside the home, looking at the relative earning capacity of women, segmentation of the labour force, distribution of wealth, and the position of female headed families and their general vulnerability. Next discusses the division of labour within the home, from an historical perspective and then by attempting to reconcile beliefs that changes have occurred with available evidence. Comments on perceptions of family role, and focusses on aspects of the network of social and institutional forces which tend to perpetuate the current gender divisions. Concludes that 'the evidence is unequivocal and shows that in relation to occupational status, income, wealth and power, Australian society and the family clearly deserve the label patriarchal, or male dominated', and suggests a general strategy for bringing about change.

CURRAN, F
The family and attitudes to work.
In: Grichting, W L, editor. Family life, family strife: a collection of papers presented at public seminars in Townsville in October 1982 by students of Behavioural Sciences. Townsville, Qld: Department of Behavioural Sciences, James Cook University of North Queensland, 1983, p109-114, tables. (Quality of life studies in North Queensland no.2)

Examines whether family variables affect attitudes to work, especially the preferred location of the job. Found a high proportion of men and women, with more of the latter, would reject a good job far from home, though in the case of middle class respondents this sexual bias was reversed.

ECCLES, S
Women in the Australian labour force.
In: Broom, D H, ed. Unfinished business: social justice for women in Australia. North Sydney, NSW: George Allen and Unwin, 1984, p80-93, tables

This paper outlines the comparative position of women in the Australian labour market and examines variations in the comparative labour-market status of women over the past decade. Women's involvement in the labour market is covered in several aspects: participation, employment, occupational distribution, unemployment and hidden unemployment. Identifies occupational segregation, unemployment and part time employment as sources of continuing difficulty for women. Hazel Moir, in her comment on this paper (p94 - 100), develops the argument that women need to consider options

for dealing with these three issues with the clear recognition that the structures and values of today's paid workforce have been almost entirely defined by men. 'If we fight only for equality in this male- defined world we abrogate our right and responsibility to define, with them, the world in which we live and work'.

FEATHER, N T
Causal attributions and beliefs about work and unemployment among adolescents in State and Independent secondary schools.
Australian Journal of Psychology v.35 Aug 1983: 211-232

Boys and girls (n=650) in Years 9 and 10 in State and Independent secondary schools in South Australia answered a questionnaire that contained specific questions concerning expectations of getting a job, attractiveness or positive valence of employment, need for a job, depressive affect about possible unemployment, reasons or attributions for unemployment, and other items about the job market. The questionnaire also included background and demographic questions and general measures of self-esteem, potency, depression, tension, hopelessness, and external control. The results showed reliable differences on a number of the variables between boys and girls and between the State school students and the Independent school students.

FINNIE, E G
Women in management: the missing regiment.
Work and People v.8 no.1 1982: 32-35, tables

A survey undertaken by the Office of Women's Affairs in the Victorian Premier's Department in 1979 examined the incidence of female managers in large companies and also ascertained organisational attitudes to the promotion of women. 57 of the top corporations in Victoria responded. Although 24% of all employees were female, only 0.13% of managers were female. Industries in which women were most prevalent, such as retail and banks, has the lowest percentage of female managers. 51% of organisations reported no interest in employing women at high levels and only 23% encouraged promotion of women. A similar lack of women in high level jobs was reported in studies on the Victorian and Australian Public Service. Possible explanations and remedies, including the effects of legislation, are discussed.

FREY, D
Survey of sole parent pensioners' workforce barriers.
Woden, ACT, 1986, 40p (Social Security Review background/ discussion paper; no.12)

The survey was undertaken to gain an understanding of some of the barriers to workforce participation faced by sole parent pensioners, as well as attitudes towards working and their future aspirations. It was designed to obtain factual information on work history and educational qualifications, as well as attitudinal responses to working and perceived barriers to working or improving work skills. The 44 participants in the survey (42 females, 2 males) were interviewed. There was marked regional variations

with respect to educational levels, workforce and training aspirations, and current workforce status. While the majority wished to improve their work skills, many saw difficulties associated with attempting to do so, in particular the costs and accessibility of both training and child care. The most commonly cited workforce barrier was child care, including costs, access, transport to and from work, and hours. The pension income test, combined with loss of concessions were also seen as important workforce barriers for some. Many wished to work part time, even though most also wished to be independent of pensions completely.

GLEZER, H
Changes in marriage and sex-role attitudes among young married women: 1971-1982.
In: Australian Family Research Conference (1st: 1983: Canberra): proceedings, v.1 Family formation, structure, values. Melbourne, Vic: Institute of Family Studies, 1984, p200-255, tables, graphs.

Three issues are dealt with: 1) Changes in sex role attitudes of young married women between 1971 and 1982 are examined in relation to domestic role sharing, the role of motherhood, and shared economic responsibility. The results are discussed in relation to some of the technological, social and demographic changes that have been occurring in Australia. Greater support is shown for egalitarianism in all the individual sex role attitude items. 2) The more recent sex role attitudes of young married males and females are compared in an attempt to ascertain the possible degree of tension or consensus amongst young married Australians on this issue. Results suggest considerable consensus in relation to attitudes. 3) Comparisons are made of the sex role attitudes and the domestic roles assumed by each spouse as reported by a sample of married males and females in 1982. Results suggest that little has actually changed in the behavioural sphere.

HO, R; LLOYD, J I
Development of an Australian work ethic scale.
Australian Psychologist v.19 Nov 1984: 321-332

A scale designed to tap adherence to the Protestant work ethic ideology in Australia has been developed. The development of the Australian Work Ethic Scale (AWE) was based on items selected on the basis of factor analysis and item- total correlations. Validation of the scale found that it has convergent and concurrent validity. Specifically, it correlated highly with both the Mirels and Garrett (1971) Protestant work ethic scale and Blood's (1969) pro-Protestant ethic scale. It was also found that people who strongly endorsed the work ethic ideology as measured on the AWE scale, tended to stress internal causal explanations for unemployment, and were less willing to provide assistance to the unemployed, findings which are in line with the work ethic ideology. The findings were discussed in terms of the continued efficacy of the work ethic ideology in Australia. Possible uses of this new measure in future research are suggested.

John Clemenger Pty Ltd; Reark Research Pty Ltd
Beyond the stereotypes: an illuminating perspective on Australian women.
(Melbourne, Vic); John Clemenger Pty Ltd, 1984, 64p, tables

This report looks at the changing role of women in Australia, and is based on a 1983 Reark Research study in the five mainland capital cities, for which questionnaires were completed by 1548 women and a control group of 558 men. The study has been done primarily for its commercial application. It is written essentially for business people to improve their understanding of the women they employ, and the women who may be consumers of the products and services they provide. Chapters cover the status of women in Australia; women in the workforce; women at home; attitudes towards being a woman; organising their households; and, women as consumers.

JONES, J M; LOVEJOY, F H
The perceived role of Australian female academics.
Australian and New Zealand Journal of Sociology v.16 Jul 1980: 96- 102

This report presents an analysis of certain attitude statements which was part of a larger survey of Australian academics (1977) carried out for the Federation of Australian University Staff Associations by its Committee on the Status of Women Academics (CSWA). Given the entrenched negative views of most academic men and the ambivalence of many of the academic women in their responses to the attitude statements, on the whole we may conclude that in general academics of both sexes believe in the sex role stereotypes which run counter to the self interest of ambitious female academics. The fact that in spite of the primacy of these attitudes, academic women continue to work outside the home and some to seek advancement, and that some academic men support their wives' efforts to work, suggests that on issues of family ideology, expressed attitudes may lag behind practice.

J Walter Thompson Australia Proprietary Limited
Women: the quiet revolution.
(Melbourne, Vic): J Walter Thompson Australia, (1984), unpaginated, tables

This report challenges a variety of myths and assumptions about women and employment, using data from a 1984 national survey based on a random probability sample of 1069 females ages 13 years and over, and a 1984 in-depth attitude study with a random sample of 434 women, in Sydney and Melbourne. Statistics are also provided and commented on, and comparisons made with United States figures. Findings include that women want to work and that the trend towards women entering/re-entering the workforce will continue to grow.

ROSS, R
Married women and market work: how much choice?
Australian Quarterly v.56 no.3 1984: 227-238, tables

A survey was conducted in 1980 in Sydney with the purpose of generating a data base containing comprehensive information relevant to the market work related decisions of a random sample of 800-1000 working age (ie 15-64 years

of age) married women living in the Sydney region. This paper briefly outlines the Sydney Survey, and then, using data from the survey, examines the reasons why married women choose to, or are forced to, seek employment. Summary statistics derived from the survey are presented and compared with estimates from other sources. The attitudes to work of women who were not in paid employment at the time of the survey are discussed, followed by discussion of the attitudes of the women who were in employment. An overview of these attitudes is provided, and some implications for the national scene suggested.

ROWLAND, R
When work isn't work.
Australian Society v.3 Jul 1984: 29-32

Author discusses why women claim the right to paid employment. Gives a brief resume of the historical and sociological context of women's work. Questions the traditional attitudes to roles for women in the work place and the stereotype of women as childbearers who are solely responsible for the child and for associated domestic duties in the family.

WILLIAMS, C
The 'work ethic', non-work and leisure in an age of automation.
Australian and New Zealand Journal of Sociology v.19 Jul 1983: 216- 237

This article examines the attachment to the 'work ethic' and the potential for increased leisure in the face of the promise of micro- processor and microelectronic technology and situates it within the history, nature and meaning of paid work in western capitalist societies. In a world of steadily shrinking employment, a strong adherence on the part of the young to the 'work ethic' is noted. Drawing upon a data sample of nearly 1000 Telecom employees in Queensland, the attachment of technicians to paid work is assessed. As highly skilled workers they are found to be intensely bound to paid work except for those aged 51-60. An interest in early voluntary retirement is also present amongst those over 40. The young and the older age groups are preparing to bear the brunt of dwindling opportunities for paid employment. Just as adherence to the work ethic is strong, so concepts of leisure are inappropriate for the kind of society which lies ahead.

WILLIAMS, H S
Technology: work, leisure and education.
Journal of the Home Economics Association of Australia v.12 Nov 1980: 3-8

Considers the concepts of technology, work and leisure and seeks to identify some of the trends, conflicts and thinking in these respective areas. Also tries to identify some of the impact of technology and technological change on work and leisure, and examines implications for education. Points made include that: the continued use of technology is as much essential to the solution of the practical problems we may now face from its misuse as it was instrumental in human hands in creating these problems; in managing the problems of technological change within the setting of the overall problems of unemployment we are faced with

significant questions of values which will be answered by default if we fail to answer them consciously and with intent to action; technology will change the distribution of the work force in job terms, and will call for increasing versatility among workers at all ages; technological change will call for adequate provision for education for persons of all ages and at all levels.

WILLS, N; MORE, E
Prejudices of Australian middle managers: a survey.
Work and People v.7 no.2 1981: 3-4, table

To a large extent managerial behaviour and communication habits can be reflected in individual attitudes and prejudices. Many claim that such attitudes and prejudices have altered radically in the last two decades in Australia. Based on a three year survey (part of an on- going study) this article examines and disputes the accuracy of such claims and determines existing prejudices of Australian managers. The sample population consisted of white collar male workers (mostly Anglo- Saxon) over 35 who had been selected for in- house management training. The attitudes survey elicited reactions towards 30 community subgroups, including women's liberationists, religious and ethnic groups, professions, sexual minorities and disabled groups. Preliminary results indicated high acceptance of some religions and professions and low acceptance of sexual minorities, women's liberationists, Aborigines, trade unionists, and physically disabled.

YOUNG, C; COX, D; DALY, A
Report of the Greek and Italian youth employment study.
Canberra, ACT: Australian Government Publishing Service, 1983, xvii, 284p, tables, figures

Survey methodology used in an earlier study, Education and Employment of Turkish and Lebanese youth, has been redeveloped for use in this study to identify the employment aspirations and needs of Greek and Italian immigrant youth. Original survey was extended to cover a larger sample of Turkish female school leavers and to further analyse the earlier data with a focus on employment aspirations and needs. Comparisons are made of Greeks and Italians with Turks and Lebanese, and the school and employment experience of Greek and Italian youth is studied to discover the existence and extent of special problems, and also to discover ways in which certain ethnic groups might overcome inherent disadvantages in their search for employment. A scale to measure attitudes towards work among migrant youth was developed and tested.

WORKING MOTHERS AND FAMILY FUNCTIONING

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ADAMS, C C
Working mothers: how do they manage?
Journal of the Home Economics Association of Australia v.14 Nov 1982: 8-11, tables

The article reports a 1982 study, undertaken by family resource management students at the Riverina College of Advanced Education, which looked at who did the housework in 80 families with working mothers. A wide range of amounts of help from husbands and children of working mothers was reported. However in most of the families, the mother was responsible for most of the household work.

AMATO, P R
Maternal employment: effects on children's family relationships and development.
Australian Journal of Sex, Marriage and Family v.8 Feb 1987: 5-16

A random sample of families from the community was used to investigate the implications of maternal employment for children. Three groups of children and adolescents were compared : those with mothers who were not in the paid labour force, those with mothers who were employed part- time, and those with mothers who were employed full- time. Mother's employment status was not related to the amount of support children reported receiving from mothers or fathers. However, maternal employment was related to children's reports of parental control practices. Girls at both age levels had higher self- esteem when mothers were employed full- time than when mothers were employed part- time or were not employed. Overall, adolescents scored highest on a variety of measures of competence when mothers were employed full time.

AUSTRALIA. Department of Social Security. Social Security Review
Labour force status and other characteristics of sole parents; 1974- 1985.
Woden, ACT: Social Security Review, Department of Social Security, 1986, 33p, tables (Social Security Review background/ Discussion paper; no.8)

The number of sole parents has increased significantly over the last decade - from 183,200 in 1974 to 316,400 in 1985. Over the same period, the proportion of sole parents in the labour force has declined - from 45.1% to 40.8% for females and from 94.7% to 79.0% for males. These changes have resulted in increasing attention being focussed by social security and welfare policy makers and administrators on the social and economic needs of sole parents. This paper draws together a wide range of data on sole parents from surveys conducted by the Australian Bureau of Statistics (ABS). It broadly identifies the changing demographic and labour force characteristics of sole parents between 1974 and 1985. The paper concentrates on the position of female sole parents as they comprise almost 90 percent of the sole parent population and because reliable disaggregated information on the

characteristics of the small numbers of sole fathers is not generally available. Where possible, the characteristics of female sole parents are compared with those of mothers in two parent families.

BALDOCK, C V
Maternal employment: does it affect the children when they grow up? A comment.
Australian Journal of Social Issues v.19 May 1984: 99-100

Author argues that a study by Khoo, S E; Krishnamoorthy, S and Trlin A.D entitled Maternal employment: Does it affect the children when they grow up? in Australian Journal of Social Issues v.19 May 1984: 89-98, is a small and rather simplistic study, open to criticism on the grounds that its ideological premise is sexist. Alternatively she proposes a non- sexist, more critical approach which she claims will enable positive recommendations for a social change.

BURNS, A; GOODNOW, J
Parental care: quantity and quality.
In: Burns, A; Goodnow, J. Children and families in Australia: contemporary issues, chapter 2. Sydney, NSW: Allen & Unwin, 2nd edition, 1985, p54-59 (Studies in society; no. 29)

Deals with three family situations that depart from the stereotype of the nuclear family - maternal employment, paternal unemployment and lone parenthood. In each of these situations there has been a commonly expressed fear that the children will not receive care of either adequate quantity (as when both parents are absent from home a great deal) or sufficient quality (as when fathers are out of work and out of spirits). In discussing one parent families, a brief section on historical perspectives is included, resources theory is considered and research on effects on children is discussed. Paternal unemployment examines family roles, reactions to unemployment, stages of adjustment, and effects on children. Working mothers are discussed in terms of incidence; whey they work; what if any are the effects on the children, including preschool children; what is the evidence regarding day care.

BUTLER, J
WWWW submission to NWAC on child care.
Women Who Want to be Women Newsletter no.19 Feb 1983: 11-14

The article advances arguments in support of the Women Who Want to be Women (WWWW) policy on child care, namely: 1) child care is primarily a parental responsibility; 2) that a means test be applied in provision of child care; 3) that any financial aid given be given to the parents in need rather than to institutions providing child care; and 4) that the recipient parents can decide whether to use the aid to pay others for child care or to keep one parent out of the workforce and care for the children. Using a historical comparison with the Soviet Union, the article argues that social changes such as open marriage and abolition of sex roles have freed men from family responsibility and led to greater oppression of women and an increase in

juvenile delinquency. It is also pointed out that as child care facilities are most often used by two income families, these services redistribute wealth from the poor to the rich. Increased family allowances rather than tax concessions are the way to aid poor and single parent families.

EDGAR, D
The family in between: the hidden factor in employer/ employee relationships.
Unpublished paper, 1986, 14p, ill., tables. Address to the Business Council of Australia Conference, Sydney, September 18, 1986

This paper focuses on the family and work. That is, how does family life affect work productivity and what is the impact of work on the quality of family life? Background information on the Australian family and participation in the workforce of people with dependent children is provided. The author looks at absenteeism and its possible family related causes and the role of management in relieving this problem. Programs developed in the United States are described and their possible relevance for Australia pointed out.

EYLAND, A; LAPSLEY, H; MASON, C
The attitude of husbands to working wives
Australian Journal of Social Issues v.18 Nov 1983: 282-288

Analyses responses to a questionnaire survey of the attitude of 256 husbands of working and non-working wives who had previously been surveyed in relation to their workforce experience. Variables which could affect responses were considered. It was found that neither the level of education of the husband nor his age were statistically significant indicators of his attitude towards working women.

DEVESON, A
Who cares for kids? Decision- makers still neglect one of society's most pressing problems.
Australian Society v.3 Jul 1984: 9-14

Australia lags far behind most similar Western nations in its government commitment to child care. Working women, especially migrants are severely disadvantaged by the shortage and cost of facilities. Some personal accounts of their situations are included.

HARPER, J
Fathers at home.
Ringwood, Vic: Penguin, 1980, ix, 256p.

The men and women who have contributed to Fathers at Home consciously challenged the father-breadwinner and mother-housewife traditions: the mothers worked outside the home, and the fathers cared for the children and did housework. In reviewing their experiences Jan Harper examines the social and psychological implications, the rewards and difficulties, of

their setting out on this unconventional path. Despite the problems and uncertainties the parents could say: 'We have learnt a lot about ourselves, and far more than simply the mechanics of caring for a baby'. ' We have found more pleasing lifestyles, to carry us into the future'.

HARPER, J; RICHARDS, L
Mothers and working mothers.
Ringwood, Vic: Penguin Books, revised ed., 1986, xxv, 307p

A revised edition of a book based on two 1976 studies. Lyn Richards' study 'Having families' involved two samples, each of thirty couples, and aimed to collect accounts of the processes of marrying and having children. The other study, 'Two options', was conducted by Jan Harper and Diane Worrell, and looked at the factors surrounding work- force participation for Australian-born, urban- dwelling mothers of young children. The book uses both studies to develop arguments about the state of the family institution and the social context in which women decide about working; also examines the factors involved in that decision, and the ways in which people cope with the problems resulting from it. In her introduction to this edition, (the first edition was in 1979), Lyn Richards examines and discusses the latest statistics, and notes that the dramatic increase in the participation of married women in the paid workforce from the mid- 1960's to the mid- 1970's has not continued into the 1980's. The proportion of wives in the workforce has hovered between 41% and 43%. (It was 29% in 1966, 41.5% in 1976, and 42.8% in August 1984). Some attitudes have changed, some structural obstacles to mothers' working have been removed. But neither the mother at home nor the 'working mother' feels clear societal approval. Workforce participation of married women remains startlingly different from men's.

HEADLAM F
Working wives: recent research throws new light on the unsung 20 per cent of Australia's workforce.
Australian Society v.4 Feb 1985: 5-7

Discusses a number of issues relating to working wives, including recognition of the work women do at home; reasons for the slowdown in growth of wives' workforce participation; motivations for entering the workforce; stereotyped images of both wives at home and working wives that are eminently unsatisfactory as a basis for self-definition and create confusion; effects of mothers' employment on their children.

HOLMSTROM, E
Women's time, men's time: what we say and what we do.
Unpublished paper, 1985, 42p. Paper presented at ANZAAS Festival of Science, Monash University, 1985

This paper contrasts attitudes and behaviour in relation to sex equality and sex roles. Measures of behaviour derive from time diaries filled in for 24 hours by women and men who participated in the Victorian Quality of Life (VQOL) survey 1981 (N=942). Attitudinal data come from surveys conducted in the last two decades in Australia. In regard to sex roles, it is found that

if survey questions are phrased in general terms, Australians profess to be quite strongly egalitarian. However, if questions mention specific roles or objects of behaviour ('family', 'children'), then support for equality is much weaker. When time diaries are examined any suggestion of equality or role interchangeability disappears. Women and men lead (almost) wholly separate lives. This is especially true in families with children. The more children men have, the less time they spend at home: the more they are needed, the more they stay away. The more children women have, the more parenting (especially if the children are young) and housework they do (and the less they see of their husbands). Most women who take paid jobs organise their work around family commitments (e.g. by taking a job close to home). Even in relatively liberated households, women are seen as managers and men merely as helpers in relation to housework and parenting, whereas for paid work these roles are reversed. Progress towards equality depends on disappearance of this (largely sub-conscious) division of roles. The VQOL study, from which these data are drawn, is a panel study which has run from 1981 to 1985, and will continue until 1991.

INGLIS, C; MANDERSON, L
Patterns of child care amongst women in the Sydney Turkish community.
Australian Journal of Social Issues v.19 May 1984: 113-124

Presents an examination of the child care arrangements of Turkish families and[Alluminates the nature of the facilities available to them and the factors which determine their use of the various facilities. A sample of 40 Turkish women, all of which had at least one child of school age and one of pre- school age were surveyed by questionnaire as to their child care arrangements. Evidence indicated that there is somewhat greater reliance by Turkish women on neighbours and friends as sources of child care in the most r[Aent period as well as less likelihood of them using school age children or resorting to repatriation.

JUCHNOWSKI, M; CROSS, T
Some characteristics of employed mothers.
In: Cross, T G; Riach, L M, eds. Issues and research in child development: proceedings of the Second National Child Development Conference. Melbourne, Vic: Institute of Early Childhood Development and Melbourne College of Advanced Education, 1985, p204- 209, tables

This study aimed to investigate in what ways employed mothers differ from non-employed mothers and whether any factors other than maternal employment may influence the language environment provided by the mother, and the children's language development. Three groups of middle class English speaking mothers were selected for the study: 15 mothers in full-time paid employment, 10 in part-time paid employment, and 15 non-employed. Mothers were interviewed and a video made of maternal child interaction. Conclusions reached included that attitudes to motherhood seem to be a better indicator of speech differences than maternal employment status per se; the type of care arrangements a child was exposed to had little influence on language development. Authors recommend that future studies may need to manipulate maternal attitude variables to produce greater

differences in maternal conversational style and consequently greater differences in child language.

KHOO, S; KRISHNAMOORTHY, S; TRLIN, A D
Attitudes toward sex roles, women's employment and anticipated family size among young unmarried adults.
Australian Journal of Sex, Marriage and Family v.5 Aug 1984: 147-157

The aim of this study was to provide some evidence concerning attitudes towards sex roles and the relationship between sex role attitudes, women's intention to work and desired family size among a group of young men and women in Melbourne in 1977. A random sample was used of 495 unmarried people aged between 18 - 25. The study shows that for men and women education has an important influence on sex role attitudes and attitudes to children in the family; mother's occupation has more influence on the son's rather than the daughter's attitude toward married women's employment; women's sex role attitude has an important effect on their expected work force participation when they have children and on their desired family size.

KHOO, S E; KRISHNAMOORTHY, S; TRLIN, A D
Maternal employment: does it affect the children when they grow up?
Australian Journal of Social Issues v.19 May 1984: 89-98

Using data in a random sample of young adults in Melbourne, this paper examines the effects of maternal employment during their childhood and adolescence on their educational attainment, relationship with their parents, premarital sexual behaviour, and attitude towards working mothers. Maternal employment has little effect on the characteristics of the son, although men whose mothers work during their adolescence were more likely to have had premarital sex than those whose mothers did not work. Maternal employment has more effect on daughters but the effects were mainly positive rather than negative.

LEICHARDT, N
Time for work: time for the family.
Australian Family v.2 Jul 1981: 11-13

Deals with the need for a balanced and positive vision of the rights and duties of the person in three basic areas: family, work and leisure time. Particular reference is made to the unemployed, working mothers and mothers in the home. Calls for changes in legislation and a process of social education.

NICHOLSON, J
The heartache of motherhood.
Ringwood, Vic: Penguin, 1983, 85p.

Queries the origin and validity of the theory that the most important thing a woman can do is to have children and to devote her whole time to them,

showing that the theory has no basis historically, and suggesting how it developed. Describes how a woman is brought up to be a mother; considered to be unnatural if she is not one; not given any training or preparation for the role; when she does become a mother, she is given masses of contradictory information about how to produce the perfect child, and is then blamed for the child's imperfections. Points out the loneliness, guilt, constant worry, financial dependence on a man, loss of self-confidence and boredom, as well as referring to the positive elements of motherhood. Calls for a complete restructuring of society, suggesting positive steps that could be taken to lessen the load of motherhood.

O'LOUGHLIN, M A; CASS, B
Married women's employment status and family income inequality.
Australian Quarterly v.56 no.4 1984: 325-351, tables

This article tests the validity of the hypothesis that the increase in the labour force participation of married women and the movement towards the equalisation of women's earnings to men's have resulted, or will result, in a more unequal distribution of family income. In the first section the empirical evidence is reviewed, and the conclusion drawn is that evidence from Australia and the United States does not support the hypothesis. In the second section authors examine critically four assumptions implicit in the hypothesis and conclude that the main assumptions supporting the hypothesis are invalid.

PHILLIPS, S
Current issues in maternal and paternal deprivation.
Kensington, NSW: Unit for Child Studies, University of New South Wales, 1980, 10p (Selected papers/ University of New South Wales. Unit for Child Studies; no.6)

This paper is the transcript of a talk, given to mini-course seminars in October 1980, which reviewed current research on the topic of maternal and paternal deprivation, emphasising new insights, approaches and concepts. Topics discussed were: single parents - the effects of divorce and death; the importance of fathers - do we live in a paternally deprived society? ; sex stereotyping as deprivation; maternal deprivation - discussing the scapegoating of mothers, and emphasising the role of parental dyads in childhood deprivation, school phobia, schizophrenia, the rejected child, child abuse; maternal employment and day care - do these, according to the latest research, constitute maternal deprivation?

RUSSELL, G
Effects of maternal employment status on fathers' involvement in child care.
Sydney: School of Behavioural Sciences, Macquarie University, 1981(?), 16 leaves, tables.

Finds, in common with overseas studies, that the mother's employment status has little impact on the time which Australian fathers spend with their children. Where there are children under three the father may be slightly more involved, especially in terms of responsibility shouldered.

RUSSELL, G
Maternal employment status and father's involvement in child care.
Australian and New Zealand Journal of Sociology v.18 Jul 1982: 172-179

The present paper examines the impact that maternal employment status (mother not employed, employed part-time, employed full-time) has on the time spent by Australian fathers on child care tasks, play, and other interactions with their children. In general, the findings were consistent with recent time-use studies from other countries in showing that father-participation is not strongly associated with maternal employment status. The impact was greatest when the family had young children: when there were children under three years of age, fathers were slightly more involved when mothers were employed. Preliminary findings were also reported indicating that when mothers are employed fathers appear to take more responsibility for their children. It is concluded that future research needs to investigate this latter finding in more depth by focusing on actual and perceived responsibility for child care tasks and to focus more attention on families in which fathers share equally, or have the major responsibility for child care.

RYLES, J
Power over the menu: stew or not to stew.
Journal of the Home Economics Association of Australia v.14 Nov 1982: 11-13, tables, graphs

Reviews some studies on the family division of labour with regard to food - its purchase, preparation and choice. In families with working mothers, this responsibility falls largely on the mother.

VICTORIAN POST-SECONDARY EDUCATION COMMISSION. WORKING PARTY ON EARLY CHILDHOOD EDUCATION AND DEVELOPMENT.
Final report.
Hawthorn, Vic: Victorian Post-Secondary Education Commission, 1983, iv, 214p, tables.

Report looks at the origins of kindergartens and child care centres in Australia; surveys the range of early childhood education and care services available in Victoria; examines the development of government policy and services over the last decade; considers the needs for and benefits of child care services; and, surveys the provision of trained staff, the courses available for training, and the output and employment of graduates from existing courses of training. A significant shortfall in the provision of child care services in Victoria in relation to community needs is identified. Recommendations point to the essential role of governments in making substantial financial contributions to the growth and operation of services, and the need for good quality in the child care provided by services. Appendices include articles covering child care needs of working mothers, early childhood education and care for disabled children, and children's services for migrant families.

WATSON, M; ADAMSON, J; HARTLEY, X; RIACH, L; STANLEY, G
The impact of the motherhood role on professional career women.
In: Cross, T G; Riach, L M, eds. Issues and research in child development: proceedings of the Second National Child Development Conference. Melbourne, Vic: Institute of Early Childhood Development and Melbourne College of Advanced Education, 1985, p199- 203

Reports on a study of the impact of the motherhood role on women who already have an established role as a professional person. The research was based on a mail questionnaire concerned with motherhood and employment. The sample of mothers was selected from the records of Infant Welfare Centres and Day Care Centres in inner suburban Melbourne areas. Of the 123 questionnaires sent, 80 usable questionnaires were returned. The questionnaire dealt with the feelings of confidence and competence of professional women in their new task. Preliminary findings include indication of a decrease in personal feelings of security, independence, growth and accomplishment, with accompanying dissatisfaction; also, it seems that the women who continue with their professional careers on a full-time basis cope best with the changes brought about by motherhood.

WHITEFORD, P
Issues in assistance for families: horizontal and vertical equity considerations.
Canberra, ACT: Social Security Review, Department of Social Security, 1986, iii, 56p (Research paper/ Australia. Department of Social Security. Research and Statistics Branch; no.29) (Social Security Review background/ discussion paper; no.5)

This paper describes the main features of family income support programs and identifies current concerns. The programs analysed include family allowances, income support for pensioners, and beneficiaries with children and tax relief for taxpayers with dependents. It is argued that tax relief measures and social security payments are policy instruments to achieve goals and they should be considered together in their impact on the economics of families with and without children. Changes in family allowance measures are described and their current inadequacy is demonstrated, by comparing the level of support in other countries. It is shown that the tax burden has shifted onto families with children and that low income families with children have suffered a real decline in disposable income. Central issues are the appropriate income unit for taxation and social security and the effects of the current welfare system on the labour market and on opportunities for women.

Working mothers reassured.
Choice v.25 Aug 1984: 37

Reports briefly on findings from a review of research by Alison Clarke-Stewart (University of Chicago) into effects of day care on a child's development, saying that they may allay many of the fears of working mothers.

YOUNG PEOPLE: EMPLOYMENT, UNEMPLOYMENT AND NEEDS

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ALDERSON, G
Pride and poverty: an examination of unfilled needs.
Fitzroy, Vic: Needs Action Review, Brotherhood of St Laurence, 1980, iv, 98p.

Describes the Needs Action Review of the Brotherhood of St Laurence which takes an exploratory look at the current broad state of needs and associated action from the point of view of the Brotherhood and its service consumers. Defines needs and action, sketches a brief history of the Brotherhood of St Laurence and its fields of concern, and outlines the approach used in conducting the Needs Action Review. Review focuses on three major groups of consumers: families, youth and the aged. Needs discussed range from material needs to underlying emotional and support needs. Particular needs of each group are detailed, as well as those in common such as low income and problems in areas such as people's feelings about help seeking, self esteem, reciprocity, independence and support. The need for support emerges as a central theme of great importance across all age groups. Service delivery modes are discussed, and suggestions made for working out how services can be delivered in the best possible way to meet people's needs.

AMATO, P
Growing pains.
Australian Society v.4 Sept 1985: 6-10

Research in the United States reveals that the great majority of young people share the same values as their parents, have close relationships with them, respect them, and frequently go to them for advice. This article reports on an Australian study which leads to similar conclusions. The Children in Families project of the Institute of Family Studies interviewed 207 Victorian adolescents aged 15-16 and their parents, one of the purposes being to find out what young people think about family life. The attitudes of adolescents in one parent families and in step families were also investigated. Author concludes that today, as in the past, the family remains one of the adolescent's most important resources in making the transition to adulthood.

AMATO, P R
The role of youth in the changing family structure.
Unpublished paper, 1985, 11p, figures. Presented at Mental Health Week Conference, Victorian Association for Mental Health, 1985, Melbourne

Describes some changes occurring in the Australian family and presents statistics on types of families. Summarises data on the incidence of marriage since 1921, family size since 1931, women in the workforce, number of divorces since 1891, children in divorced families, one parent families and remarriage frequency. Youth attitudes towards marriage and sex role in 1971 and 1982 are compared.

ANOP Market Research
A study on young Australians.
(Canberra, ACT): Department of the Special Minister of State, 1984, 206p, tables, figures

The broad aim of this 1984 study was to help make government more aware of and sensitive to young people, and to assist it in meeting their needs and communicating with them. Background research included a comprehensive literature review, and was followed by two main data collection phases: a qualitative research program in which 24 group discussions were held among key segments of the 15 to 24 years' population, and 6 group discussions were held with parents and other potential influencers of young people's attitudes; and 2) a major national quantitative survey of 2002 young people. As a result of the background research and discussions, seven main priority areas for investigation were identified: youth identity; issues and concerns of young people; the future; media preferences; attitudes to government; incentives to encourage students to stay longer at school; and, attitudes to income support for young people. This report outlines the findings and describes the survey results for each of the main areas investigated, and draws together the main general communications implications of the study for government.

BLAKERS, C
The youth labour market: employers' views and practices.
Youth Studies Bulletin v.3 May 1984: 43-63

Full time employment for teenagers has declined with now only 80% male and 70% female employed teenagers currently working full time, in contrast to 95% for both sexes in the mid 1960s. Available part time work has increased but these jobs are mostly casual, seasonal, temporary and poorly paid. Studies undertaken in the last eight years are reviewed in order to better understand employer attitudes and practices towards recruitment and selection, towards the qualities required or lacking in young job applicants, and to youth unemployment. Suggests ways to redress negative and inaccurate assumptions held by many employers, and policies to encourage as well as require employers to recruit and train young people.

BORTHWICK, J; DIAMOND, C T P
Back on your feet: an interpretation of an EPUY.
Australian Journal of Social Issues v.15 Nov 1980: 255-268

The Education Programme for Unemployed Youth (EPUY) is a federal government scheme which assists the states to run courses for unemployed school leavers. This article describes what happened on one EPUY course in Brisbane. Methodology employed in charting the development of this particular course is that of an ethnography. The comments of the young people involved (15 students ranging in age from 14 to 19 years) provide an assessment of the course. Author concludes that such schemes deserve encouragement.

BURROWS, M
Pioneering the Youth Guarantee: some preliminary survey data on young people's experience of the Work Study Program.
Youth Issues Forum v.1 Mar 1986: 24-26

A survey of the Youth Guarantee Information Services (YGIS) (Youth Guarantee) was conducted in 1985 by trainees as part of their off- the-job training. It was initiated and conducted by Footscray TAFE and involved 19 clerical assistants and 14 station assistants who had been in the work study program for 3 months (Sept-Nov 1985). The results of the survey are divided into those of trainees classed as clerical assistants (clericals) and those classed as station assistants (metrails). Generally, the responses from these two groups are divergent. The clericals were largely positive about their work/ study experience, while the metrails were largely negative. This view was supported by a survey of TAFE teachers of trainees which found that teachers of clericals thought students to be neutral or positive about time in class, while teachers of metrails thought students to be neutral or negative. On age and sex backgrounds, the response group showed marked differences, notably 84 per cent of all clericals were female and 93 per cent of all metrails were male. The survey questioned trainees about their experiences and attitudes toward their work component and separately about their study component. The data is not sufficiently comprehensive to be used for pursuing significant change, but does shed some light on the scheme. Several problems resulted from the speed with which the program was implemented.

CLARK, A W
The effects of unemployment on political attitude.
Australian and New Zealand Journal of Sociology v.21 Mar 1985: 100- 108

A replication and extension of a previous study found that unemployed youths reported an attitude favouring direct political activity and lawlessness to a greater extent than their employed counterparts. It was also found that their attitude was associated with the attitude they attributed to their parents and friends. The sample comprised 104 unemployed youths and 104 employed youths selected by interviewers in different localities.

CUSSEN, J A
World youth and the family: a cross-cultural study.
Lake Worth, US: Sunday Publications, 1984, 96p, ill, tables

Reports on a 1982-83 questionnaire study of the family attitudes and values of 3,976 young people aged 15-20 living in New York, Lima, Melbourne, Tokyo and Madrid. Attitudes were canvassed on a wide range of topics, including the effects of divorce and death, discipline, abortion, marriage, sexual conduct and changing values, aspirations and expectations. R and J Goldman contribute a section on the secular values of Melbourne youth.

GRAY, C; DAVIS, D J; POOLE, M E
Literature review of studies of youth views and attitudes.
Canberra, ACT: Australian Government Publishing Service for Department of Education and Youth Affairs, 1984, vi, 92p, tables

An Australia- wide literature review of research (mainly 1978-83) into views and attitudes of 15-24 year olds towards the education system, employment training opportunities, income support, expectations concerning employment, expectations concerning accommodation/ transport, politics and the legal system, the family and society, and the future. Project aims to identify gaps which may appear evident in the existing literature and which therefore may leave some questions unanswered, and to suggest practical methods of answering unanswered questions, that is to suggest areas of need for further research.

GRIFFITH, J
Youth unemployment.
In: Australian Family Association National Seminar (4th: 1985: Canberra, ACT). Family, Youth and Work. Melbourne, Vic: Australian Family Association, 1985, 16-20

The author and Anne Coffey conducted an 18 month study of the effects of unemployment on youth, aged 15 to 24, in Cairns in 1983- 1984. 185 youth unemployed were interviewed to ascertain their beliefs on causes of their unemployment, improvements needed in their schooling, their needs and problems. The author points out the need for community programs to alleviate this increasingly long term youth unemployment.

KING, S E
Federal policy relating to school retention in Australia.
Youth Studies Bulletin v.3 Feb 1984: 84-107

Discusses firstly, school and attitudinal changes being sought through the Participation and Equity Program and secondly, youth allowances restructuring in the context of the school retention issue. Queries whether such changes would increase school retention rates substantially. With respect to youth allowances restructuring, the paper suggests that a constrained youth allowances package (CYAP) - constrained in terms of cost and political acceptability - is achievable and likely to be introduced in the not too distant future by the Federal Government. However, it has queried whether a CYAP would increase school retention substantially.

LIVINGSTONE, C
Labour market entry points, additionality, and traineeships.
Youth Studies v.5 May 1986: 23-25

This article discusses the concept of additionality: on-going additional employment as part of the Australian Traineeship System (ATS). It examines the views of industry and unions in the context of the need for the ATS to be integrated into the labour market. It argues that unless the ATS

provides points of entry into the labour market, the scheme could go the way of many programs here and overseas.

SLOAN, J; KRIEGLER, R
Labour market programs for youth: the employer perspective.
Work and People v.11 no.3 1985: 11-14

In August 1983, a survey of firms throughout Australia was undertaken to establish the employer perspective on labour market policies for youth, in particular the Special Youth Employment Training Program (SYETP) and Commonwealth Rebate for Apprentice Full-time Training (CRAFT). Various dimensions of the problem were analysed including employer awareness, non-participation, employers' views of the schemes, desirable characteristics of young workers and displacement effects. This paper describes the major findings of the survey, highlighting those which bear directly on policy making in the area of labour market policies for youth.

TORRE, E D
Ethnic youth jobless in Australia.
Youth Studies v.5 May 1986: 14-17

A strong incentive for migration is the hope for a better standard of living for migrants and their children. In 1986 the Federation of Ethnic Communities Councils surveyed Australian ethnic community leaders about unemployment amongst youngsters from non- English speaking backgrounds. The results showed a concern for high unemployment among migrant youth and indicated ways migrant families are coping with the situation. Information from the 1981 Census indicates the problem is worse for 'first generation youth'. The article suggests that measures are needed to assist first generation migrant youth, especially at a time when more young migrants are being encouraged to come to Australia.

YOUNG, C M
Leaving home and lifestyle: a survey analysis of young adults.
In: Davis, D; Caldwell, G; Bennett, M; Boorer, D, eds. Living together: family patterns and lifestyles: a book of readings and reports. Canberra, ACT: Centre for Continuing Education, Australian National University, 1980, p44-48

Comments on and compares results from two Melbourne surveys, one in 1971 and one in 1977, which explored the leaving home stage of the young adult life cycle. One of the major trends to emerge from the second study was the decline in the proportion, in comparable age groups, who had left home for marriage, and the younger age at which children are now leaving home. Consequences to parents such as the prolonging of the post-parental stage of the family household, and whether financial contributions are paid to parents or not, are discussed, and attitudes to marriage examined, the conclusion being that marriage is merely postponed and not necessarily rejected.

YOUNG, C; COX, D; DALY, A
Report of the Greek and Italian youth employment study.
Canberra, ACT: Australian Government Publishing Service, 1983, xvii, 284p, tables, figures

Survey methodology used in an earlier study, Education and Employment of Turkish and Lebanese youth, has been redeveloped for use in this study to identify the employment aspirations and needs of Greek and Italian immigrant youth. Original survey was extended to cover a larger sample of Turkish female school leavers and to further analyse the earlier data with a focus on employment aspirations and needs. Comparisons are made of Greeks and Italians with Turks and Lebanese, and the school and employment experience of Greek and Italian youth is studied to discover the existence and extent of special problems, and also to discover ways in which certain ethnic groups might overcome inherent disadvantages in their search for employment. A scale to measure attitudes towards work among migrant youth was developed and tested.

WOMEN, EMPLOYMENT ISSUES AND FAMILY LIFE

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ALFORD, K
Academic and media views of married women's employment.
In: Grieve, N; Grimshaw, P, eds. Australian women: feminist perspectives.
Melbourne Vic: Oxford University Press, 1981, p205-212

Periods of economic recession and high unemployment in Australia have generally been accompanied by trenchant attacks on married women working (in paid employment), which have been reflected in and perhaps initiated by the media. Unfortunately, press homilies directed at working married women in recent years have been taken quite seriously within academe. Indeed, the media bromide that married women are stealing the jobs of apparently more worthy and needy workers has gained considerable respectability from its incorporation into the academic social sciences as a legitimate area of inquiry, particularly by economists. This paper considers the analysis of the role of working married women in Australia (by Sheehan, P and Stricker, P, Australian Economic Review 1st Quarter 1978) which asserts that they have 'to some extent' taken the jobs of youths, in the postwar period up to the 1974 recession.

ALFORD, K
Production or reproduction: an economic history of women in Australia, 1788-1850.
Melbourne, Vic: Oxford University Press, 1984, viii, 264p, tables, illus.

The book examines the economic role of women in Australia from the start of European settlement to the mid- 19th Century. Unpaid, as well as paid, work is analysed. Women's demographic role in redressing the early imbalance between the sexes is also discussed. Chapter headings are as follows: Part 1: masculinity, marriage and morality; Part 2: classes of women in colonial society, convicts, assisted and unassisted immigrants; Part 3: the labour of colonial women, urban and rural, income and social security, women's work in Australia and Britain.

ARMSTRONG, P; ARMSTRONG, H
Looking ahead: the future of women's work.
Bundoora, Vic: Phillip Institute of Technology, 1985, 14p. (Phillip Law Lecture; 1985)

Authors focus on womens's work and argue that if present trends in Canada and Australia are allowed to continue, the future does not look bright for women. Their economic need will increase, while their support from men and governments will decrease, as will their opportunities for full-time, meaningful paid employment. At the same time, their unpaid employment, both domestic and volunteer, will grow. Authors stress that only an integrated and sex-conscious analysis can be the basis for the development of strategies for a future that will work for women and for men.

AUSTRALIA. Bureau of Labour Market Research
Who's in the labour force? A study of labour force participation.
Canberra, ACT: Australian Government Publishing Service, 1985, xviii, 197p, tables (Research report/ Australia. Bureau of Labour Market Research; no.7)

This report comprises four major parts. Part 1 provides information on current concepts, definitions and measurements of who is in the labour force, historical trends in labour force participation and changing aspects of labour force involvement. Part 2 provides a perspective on changes in the labour force relative to overseas experience. Part 3 reviews existing empirical studies of labour force participation and reports the Bureau's further empirical analyses of the determinants of full-time and part-time labour force participation. In Part 4 aspects of policy are covered, first policies influencing labour force participation followed by an overview of the findings of the study and their implications for labour market policy in Australia.

AUSTRALIA. Department of Employment and Industrial Relations. Women's Bureau
Database on women's employment.
Canberra, ACT: Australian Government Publishing Service, 1986, v, 122p, tables, figures. (Information paper/ Australia. Department of Employment and Industrial Relations. Women's Bureau; no.4)

This paper was prepared by Carolyn Mason and Mun Har Ho, and presents information based upon a manual database compiled by Deborah Wilson Consulting Services, and on the computer database developed from this by the Women's Advisory Unit, Queensland office of the Department of Employment and Industrial Relations. The two databases are described, and tables are presented which constitute the computer database on women's participation in the labour force. Part 3 of the paper discusses the main characteristics of women's participation in the workforce from these tables, and the patterns of change over time, with particular emphasis on Queensland. It also considers these changes in relation to the changes which have been made to the legislation and policy which previously regulated women's employment opportunities and their labour force participation.

AUSTRALIA. Department of Employment and Industrial Relations. Women's Bureau.
Facts on women at work in Australia 1982.
Canberra, ACT: Australian Government Publishing Service, 1983, 46p, tables, graphs

Although women now constitute over one third of the total labour force, most still suffer a number of disadvantages by comparison with male workers. This publication sets out some of the main facts about the male-female composition of the Australian labour force and highlights particular characteristics relating to females.

AUSTRALIA. Department of Employment and Industrial Relations. Women's Bureau
The role of women in the economy: position paper, Australia.
Canberra, ACT: Australian Government Publishing Service, 1981, xii, 73p, tables, graphs

This study was originally prepared as Australia's contribution to the High Level Conference on the Employment of Women, held by the Organisation for Economic Co-operation and Development (OECD) in April 1980. The first part of the paper, 'Female participation in the Australian workforce', surveys the growth of female employment over the past thirty years, looking first at the period of rapid growth (1950- 1974), then at the period of moderate growth (1974- 1979) and briefly at possible future trends in female participation in the labour force. The second part outlines Australia's industrial relations system and the functioning of the labour market, with particular attention to employment segregation. It describes the main obstacles to full equality of employment opportunity still facing Australian women, and identifies the areas of the labour market where women are concentrated and examines the sources and extent of this segregation. The third part of the paper describes some of the measures Australian governments have introduced to improve women's work life. It also discusses government policies which have had general or indirect effects on female labour force participation. The paper concludes by suggesting measures which might reduce segregation in the labour market and further the Commonwealth Government's commitment to equality of employment opportunity for all Australians.

AUSTRALIA. Department of Employment and Industrial Relations. Women's Bureau
Women and labour market programs: submission to the Committee of Inquiry into Labour Market Programs.
Canberra, ACT: Australian Government Publishing Service, 1984, 49p, tables

This submission argues that: women are disadvantaged in the labour market, both in their access to the labour market and in the occupations in which they work; this disadvantage is primarily caused by the existence of gender segmented labour markets; in order to address this disadvantage, labour market programs, as well as supporting work experience and training for women in traditional occupations, should also be specifically directed at breaking down labour market segmentation by sponsoring women to train for non- traditional occupations; and, labour market programs for women will only be successful if women are provided with adequate financial assistance and child care.

AUSTRALIA. Department of Employment and Industrial Relations. Women's Bureau
Work book for women.
Canberra, ACT: Australian Government Publishing Service, 3rd ed., 1985, 56p

A guide for women on how to look for the right kind of job, how to deal with interviews, how to seek training and information on pay and conditions, the role of unions, types of child care available, women's rights, what to do about problems such as language and sickness, and how to plan retirement.

AUSTRALIA. Office of the Status of Women
Equality for women at work: a survey of 10 OECD countries.
Canberra, ACT: Australian Government Publishing Service, viii, 1985, 150p

This report has been prepared by the Affirmative Action Resource Unit to provide factual information on the type of legislation and programs which are currently operating in Australia, North America, Europe, Scandinavia, New Zealand and Japan. In all the countries examined, the principles of anti-discrimination legislation have been in operation either previously or concurrently with affirmative or positive action programs. The chapter on Australia examines the various Australian statutes which operate nationally and at a state level to eliminate sex discrimination and to create equal opportunity within the public sector. For other countries, only information on the federal or national approach is included.

AUSTRALIA. Office of the Status of Women
Meeting young women's needs: a background paper proposed by the Office of the Status of Women for the OECD Review of Australian Youth Policies.
Canberra, ACT: Australian Government Publishing Service, 1984, vi, 73p

This paper is intended to provide a clear focus on the particular problems that young women face vis-a-vis their male peers in the areas of education, training, employment and income maintenance, consistent with the terms of reference for the OECD Review. The material included makes a clear case for the reallocation of resources to women. It shows that the general disadvantages of women are reproduced in the allocation of resources in education and training. Indicators of need for change are set out, and proposals for change deal with: co-ordination; integration; systems change; curriculum review; self esteem and making choices; parental attitudes; financial support; statistics.

AUSTRALIAN Bureau of Statistics
Social indicators Australia: no.4 1984.
Canberra, ACT: Australian Bureau of Statistics, 4th edition, 1984, xxii, 337p, tables, charts (ABS Catalogue no.4101.0)

This fourth edition of Social Indicators, while essentially an update of the previous issue, contains a few additions including a new chapter on welfare, an analysis in the working life chapter of the increase in the labour force participation of married women over the last decade or so and an analysis in the income chapter of the use of equivalence scales. The statistical information is presented in chapters headed: population; families; health; education; working life; income; crime and justice; housing; welfare. The statistics attempt to describe social conditions in Australia and to monitor changes in these conditions over time.

AUSTRALIAN Bureau of Statistics. Victorian Office
Women.
Melbourne, Vic: Australian Bureau of Statistics, 1986, 129p, tables (Social report Victoria) (ABS Catalogue no. 4112.2)

Presents a comprehensive range of statistical data on various aspects of women in Victoria. The report is divided into three chapters treating general demographic and social data about women, the involvement of women in formal education, and the participation of women in the labour force.

BEVEGE, M, ed.; JAMES, M, ed.; SHUTE, C, ed.
Worth her salt: women at work in Australia.
Sydney, NSW: Hale and Iremonger, 1982, xxv, 453p

The 31 chapters in this book were first presented as papers at the Second Women and Labour Conference held in Melbourne in May 1980. They bring together research and recollection in an exploration of women's experiences in Australia, depicting the situation of women in the past as well as the present, and describing women's attempts to alter their situation, either individually or, more often, in united action. Topics covered include: women pioneers of politics and social reform; the continuing fight for equal pay; sexual harassment at work; contemporary implications of technological change; Italian migrant women and the women's movement.

BLACKBURN, J
Productive and excellent women: equity, productivity, excellence and women in tertiary education.
Australian Feminist Studies no.3 Summer 1986: 15-26

Author considers the participation of women in tertiary education in Australia. The proportion of female students in traditionally male and female areas of study is examined; possible explanations are offered for the sex segregation in tertiary study and employment. The role of women in child rearing as it affects work and study is especially examined. The author proposes ways that tertiary education institutions can promote greater fairness for women.

BRYSON, L
The Australian patriarchal family.
In: Australian society: introductory essays. Melbourne, Vic: Longman Cheshire, 4th edition, 1984, p113-169, tables

This study focusses on the patriarchal nature of the Australian family, addressing the basic questions 'to what extent is the family system actually patriarchal', and 'are things changing'? Discusses first the sexual division of labour outside the home, looking at the relative earning capacity of women, segmentation of the labour force, distribution of wealth, and the position of female headed families and their general vulnerability. Next discusses the division of labour within the home, from an historical perspective and then by attempting to reconcile beliefs that changes have occurred with available evidence. Comments on perceptions of family role, and focusses on aspects of the network of social and institutional forces which tend to perpetuate the current gender divisions. Concludes that 'the evidence is unequivocal and shows that in relation to occupational status, income, wealth and power, Australian society and the family clearly deserve

the label patriarchal, or male dominated', and suggests a general strategy for bringing about change.

BRYSON, L
Sharing the caring: overcoming barriers to gender equality.
Australian Quarterly v.57 no.4 1985: 300-310

The division of labour within families and the fact that responsibility for care lies disproportionately with women are the major barriers to equal opportunity for women in the employment field. Author presents statistics and research findings to demonstrate the primacy of the male workforce role; that average earnings of full-time employed women are still only four fifths those of men; and that men's contribution in the home only very rarely matches that of their wives. Argues that it is essential if women are to break through the barriers and achieve gender equality that financial and domestic responsibilities be shared by women and men. This would amortise the advantages of each role. Argues further that because dual roles have the potential to put strain on individuals, extension of support services and increased rationalisation and socialisation in the workforce and the domestic sphere must be pursued. Considers three general types of improved support for families that are immediately necessary. These relate to child care, services for the aged and disabled, and housework and household management.

BUSINESS Council of Australia
Equal opportunity for women: the corporate experience.
(Melbourne, Vic): Business Council of Australia, 1986, 127p, illus.

This book is based on the experiences of 28 major Australian companies invited by the Prime Minister to participate in a 12 month pilot study to assist women to achieve equality of opportunity within the workforce. In describing these companies' equal opportunity programs, the book aims to assist other companies to establish their own programs.

CARTER, M G; ROTHMAN, G P; THORNE, P J
Women in the Australian Public Service: distribution and career patterns.
Canberra, ACT: Australian Government Publishing Service, 1982, x, 39p, graphs, tables. (Research paper/Office of the Public Service Board; no.4)

This paper draws together and analyses statistical information about the employment of women in the Australian Public Service, with a view to monitoring their distribution and career patterns within the Service. In the context of a commitment by the Australian Public Service to equal employment opportunity, this study investigates the degree to which women in the Service are reaching or potentially could reach senior positions. This leads to a consideration of overall trends in the employment of women, followed by analysis of elements relevant to their career progression: appointment, promotion, mobility and separation.

CORBETT, J
National agenda (for women) : a promise made to be broken?
Women at Work v.6 Dec 1986 - Feb 1987: 2

The Australian Teachers' Federation (ATF) prepared a 140 page submission to the federal government's National Agenda for Women. This article outlines the points in the ATF submission setting out women's needs. They call for the establishment of a commission to extend the work of the Human Rights Commission and the introduction of a Sex Discrimination Act. The submission also calls for greater access for women and girls to education, vocational training and employment.

CURTHOYS, A
The sexual division of labour under capitalism.
In: Grieve, N; Grimshaw, P, eds. Australian women: feminist perspectives. Melbourne Vic: Oxford University Press, 1981, p39-43

This brief analysis of the perpetuation of the sexual division of labour under capitalism demonstrates that for working- class women employment will inevitably be restricted to the less preferred occupations, since the protection of men's job security and wages is the first priority for the working class family. This division of labour in society is linked to the sexual divisions within the home, in particular the traditional role of the women in child care and other domestic duties.

DEACON, D
The employment of women in the Commonwealth Public Service: the creation and reproduction of a dual labour market.
Australian Journal of Public Administration v.41 Sept 1982: 232-250, tables

This paper examines the history of the employment of women in the Commonwealth Public Service (CPS) and attempts to explain the discrepancy between the meritocratic principles on which the personnel practices of the Service have been based and the lack of attainment of women in the service. It demonstrates how the perception of men's and women's merits was structured by the division of labour current at the turn of the century when the CPS was established, and how, with the routinization and feminization of clerical work, these perceptions have helped create and ensure the continued reproduction of a dual labour market within the Service which is proving difficult to eradicate despite the removal of formal impediments.

DEACON, D
Equal opportunity and Australian bureaucracy 1880-1930.
Australian Quarterly v.57 nos.1 and 2 1985: 32-46

The dual labour market is an important distributive mechanism by which women are disadvantaged in their access to valued social goods such as autonomy, power, wealth and esteem. The research reported in this article examines the construction of a dual labour market in clerical/ administrative work in an Australian bureaucracy at the turn of the century, and links this with the process of state formation. In doing so, it demonstrates the role of

state bureaucrats in the construction of an autonomous and interventionist state, describes the struggle of two state organisations to maintain their influence and autonomy, and shows the influence of this process on civil society, in particular on the female labour market.

ECCLES, S
Women in the Australian labour force.
In: Broom, D H, ed. Unfinished business: social justice for women in Australia. North Sydney, NSW: George Allen and Unwin, 1984, p80-93, tables

This paper outlines the comparative position of women in the Australian labour market and examines variations in the comparative labour-market status of women over the past decade. Women's involvement in the labour market is covered in several aspects: participation, employment, occupational distribution, unemployment and hidden unemployment. Identifies occupational segregation, unemployment and part time employment as sources of continuing difficulty for women. Hazel Moir, in her comment on this paper (p94-100), develops the argument that women need to consider options for dealing with these three issues with the clear recognition that the structures and values of today's paid workforce have been almost entirely defined by men. 'If we fight only for equality in this male- defined world we abrogate our right and responsibility to define, with them, the world in which we live and work'.

ELDER,J
Addressing women's employment issues within community service organisations.
In: Gaining ground: affirmative action for women in the social and community services; proceedings of a conference on 26 February 1986. Fitzroy, Vic: Brotherhood of St Laurence, p10-14

The author explores issues of power structure and control as they relate to the community sector and in turn to the wider society. Some works on organisation theory are discussed in the context or reorganising the community services sector to provide greater opportunities for women. Strategies for affirmative action based on the author's experience are also offered.

FEINMAN, C
Modesty or muscle: conflicting views of the role of women working in the penal system.
In: Hatty, S E, ed. Women in the prison system. Canberra, ACT: Australian Institute of Criminology, 1984, p69-83. (Proceedings/ AIC seminar; no.3)

Despite recent court decisions and legislation intended to eliminate discrimination in employment based on sex, the penal system remains a sex-segregated, male-dominated field. Examining the situation in the United States, this paper discusses the obstacles women correction officers and administrators face in their struggle for equal career opportunities with men in the penal system and the methods they use to attain their goal. The discussion explores the ramifications of the legal reinforcement of the stereotypical woman, the rationale used by women involved in penology in the

nineteenth century to establish a sex-segregated penal system, and the staying power of the 'cult of true womanhood'.

FROM MARGIN TO MAINSTREAM: a national conference about women and employment, 16-17 October 1984
Melbourne, Vic: Ministry of Employment and Training 1984, 229p

Papers relate to various aspects of women in the workforce. The conference was sponsored by the the Victorian Government's Ministry of Employment and Training and the federal governemnt's Department of Employment and Industrial Relations.

FUNDER, K
Work and the marriage partnership.
In: McDonald, P, ed. Settling up: property and income distribution on divorce in Australia. Melbourne, Vic: Prentice- Hall, for Australian Institute of Family Studies, 1986, ch.5, p65-99, tables, figures.

The chapter deals with work and education histories of the Economic Consequences of Marriage Breakdown Survey (ECMB) respondents and their former spouses. Work histories are discussed in the context of structural features of the Australian labour market and social trends relating to work and family. Relationships between paid and unpaid work during the marriage and indices of economic self- sufficiency are analysed and implications for the equitable distribution of matrimonial property are discussed. The study emphasises the crucial role of the development of human capital (training, experience, reputation, skills, sound work record) during the marriage upon post- separation capacity to earn income. Relative to men, women conventionally suffer a disadvantage in the accumulation of human capital because they withdraw from the workforce to care for the children of the marriage. Men on the other hand benefit greatly from having uninterrupted work histories.

Gaining ground: affirmative action for women in the social and community services; proceedings from a conference on 26 February 1986.
Fitzroy, Vic: Brotherhood of St Laurence, 1986, 31p

On 26 February 1986 a conference was held at the Council of Adult Education, Melbourne, organised by the Affirmative Employment Unit of the Brotherhood of St Laurence, the Disability Employment Action Centre and the Victorian Council for Social Service. The purpose of this conference was twofold: 1) to provide information about the various aspects of women's employment in the non- government Social and Community Services (SACS) industry; 2) to look at ways in which affirmative action strategies for women can be implemented in SACS organisations. Individual contributors' papers are indexed under the following authors' names: Smith, F; Elder, J; Brown, K; Doran, J. The proceedings also include an anonymous paper, 'Affirmative action legislation' (p20- 22) which explains the provisions of the Federal Affirmative Action (Equal Opportunity for Women) Bill.

GAME, A; HAWKINS, G
Big questions about women and work.
Australian Society v.3 Nov 1984: 26-29

This article examines, compares and evaluates the affirmative action pilot program, and the Community Employment Program (CEP). States that the programs highlight fundamental questions about the nature of work in Australia. Both create or consolidate a work ethic, albeit for very different categories of women; because of this obsession with paid work and the work ethic, both programs do not take account of women's experience of work, paid or unpaid. Nor are they able to confront the urgent need for a radical redefinition of work that would end the work/ non-work and work/ welfare dichotomies.

GAME, A; PRINGLE, R
Production and consumption: public versus private.
In: Broom, D H, ed. Unfinished business: social justice for women in Australia. North Sydney, NSW: George Allen and Unwin, 1984, p65-79

This paper takes up some of the conceptual problems involved in developing an analysis of women's experience of 'work'. Reconsiders the dichotomies production/ consumption, public/ private and work/ non-work, arguing that the dichotomies constitute an ideological and practical force in the oppression of women, and do not adequately describe the experience of women. Authors look particularly at the crucial role of unpaid work in the constant recreation of the gender order, and refute two commonly held misconceptions about housework - that the amount is declining, and that it is shared between men and women. Technology in the home, division of labour, and gender identity in relation to the public/ private split are discussed, and authors conclude that women's experience in consumption under increasingly difficult economic circumstances, and their contradictory position in relation to the work/ non-work dichotomy points to the centrality of feminist politics in this struggle.

GAYNOR, M
Supplementary payments to be of special benefit to women: second-tier principles under the new wage-fixing system.
Women at Work v.7 Mar/ May 1987: 6

The supplementary payments principle introduced under the new wage fixation system is designed to help low income earners, many of whom are women, to participate in the four per cent second- tier round of wage adjustments. The complexities of the nature, requirements and effects of supplementary payments and their associated principles are explained. Examples of the pay effects of the introduction of a supplementary payment of $20 into a minimum rates award are presented in tabular form. Supplementary payments can reduce the difference between the award rate of pay received by employees under an award, thereby increasing the relevance of award rates generally. They also change the relativities of actual rates received between and within awards. This is significant for women because they are more likely to receive male overaward payments or no over-award payments.

GOLDIN, P; BOYER, K; HEBBLETHWAITE, J
Facts about women in the Tasmanian workforce.
Hobart, Tas: Office of the Minister for Manpower Planning, 1980, 30p, tables, graphs

Summarises statistics from the Australian Bureau of Statistics regarding women and work in Tasmania. Data are grouped under 5 topics: 1) changes in workforce participation since 1966, 2) characteristics and structure, 3) occupation and industry distribution, 4) work qualifications, and 5) education participation.

GOODNOW, J, ed.; PATEMAN, C, ed.
Women, social science and public policy.
Sydney, NSW: George Allen and Unwin for the Academy of the Social Sciences in Australia, 1985, xvi, 162p, tables

This multidisciplinary book grew out of a symposium held in 1983 by the Academy of Social Sciences in Australia on the topic 'Women and the social sciences: new modes of thought'. The symposium was directed toward the wide-ranging character and intellectual significance of the new scholarship on the social position of women, and toward some of its implications for social policy. Chapters in the book are: Topics, methods and models: feminist challenges in social science, by Jacqueline Goodnow; Women in history: reconstructing the past, by Patricia Grimshaw; Seeing women in the landscape: alternative views of the world around us, by Fay Gale; Rewards for women's work, by Bettina Cass; Individual equity and social policy, by Meredith Edwards; The gender of bureaucracy: reflections on feminism and the state, by Hester Eisenstein; In pursuit of equality: women and legal thought 1788 - 1984, by Jocelynne A Scutt.

GREGORY, R G; McMAHON, P J; WHITTINGHAM, B
Women in the labour force: trends, causes and consequences.
Canberra, ACT: Bureau of Labour Market Research, rev. ed., 1983, 76p, tables, graphs. (Conference paper/ Bureau of Labour Market Research; no.25)

The last two decades have seen remarkable changes in the economic status of women in Australia, particularly in relation to the earning of income from labour market activity. In 1964 the female share of the wage bill was about 18 percent. By 1982 it had increased to 28 percent. The increase in female rates of pay, relative to those of males, accounted for about two thirds of the increased female share of the wage bill. This paper examines this rapid pay change and its effects upon the labour market activity of women. Section 2 describes some of the changes in female labour force participation over the last two decades. Section 3 begins with a brief survey of Australian participation rate studies and then attempts to explain why estimated time series participation rate equations have been so unsuccessful in Australia. Finally, Section 4 documents some of the changes in women's education and employment that has accompanied the introduction of 'equal pay for work of equal value'.

HARPER, J; RICHARDS, L
Mothers and working mothers.
Ringwood, Vic: Penguin Books, revised ed., 1986, xxv, 307p

A revised edition of a book based on two 1976 studies. Lyn Richards' study 'Having families' involved two samples, each of thirty couples, and aimed to collect accounts of the processes of marrying and having children. The other study, 'Two options', was conducted by Jan Harper and Diane Worrell, and looked at the factors surrounding work- force participation for Australian-born, urban- dwelling mothers of young children. The book uses both studies to develop arguments about the state of the family institution and the social context in which women decide about working; also examines the factors involved in that decision, and the ways in which people cope with the problems resulting from it. In her introduction to this edition, (the first edition was in 1979), Lyn Richards examines and discusses the latest statistics, and notes that the dramatic increase in the participation of married women in the paid workforce from the mid- 1960's to the mid- 1970's has not continued into the 1980's. The proportion of wives in the workforce has hovered between 41% and 43%. (It was 29% in 1966, 41.5% in 1976, and 42.8% in August 1984). Some attitudes have changed, some structural obstacles to mothers' working have been removed. But neither the mother at home nor the 'working mother' feels clear societal approval. Workforce participation of married women remains startlingly different from men's.

HOLGATE, A; MILGROM, K
She works hard for the money: equal pay for women.
(Melbourne, Vic): (Women's Legal Resources Group), 1985, 92p, tables

Statistics demonstrate that 45.3% of women participate in the workforce and receive only 66.7% of the average male weekly earnings. The Women's Legal Resources Group has chosen to study the situation of women's pay in order to look at ways of legally ensuring the improved economic status of women. The paper studies the history and status quo of equal pay in Australia, and provides a brief review of international law on equal pay. Argues that the concept of the 'family wage' which is rooted in nineteenth century social attitudes to the capacities and roles of women, has been a major factor in keeping women's jobs segregated in the workforce and in keeping women poorly recompensed for their labour. Argues further that the equal pay decisions to date have been inadequate to enable women to achieve equal pay. The method of work evaluation which has been successfully developed overseas in the United States particularly, and Europe and the United Kingdom, known as comparable worth, is an essential tool which must be brought into use in the Conciliation and Arbitration Commission as a method of wage- fixation which can gain for women comparative wage justice.

HOY, M A; LAMPE, G L
Women in national training and employment programs.
Canberra, ACT: Bureau of Labour Market Research, 1982, 29p (Conference paper/ Australia. Bureau of Labour Market Research,; no.13)

This paper is a preliminary report on research by the Bureau of Labour Market Research. Section II briefly summarises the evidence on the position

of women in the labour market and the causes and factors put forward to explain their position and experiences. A brief outline is also provided of the Australian experience with employment and training programs. The section provides the background and framework for the issues considered in the following three sections on: aspects of the Commonwealth Employment Service (Section III), the experience with the National Employment and Training (NEAT) Scheme introduced in October 1974 (Section IV) and the present employment and training programs with their heavy emphasis on young people (Section V). Some brief concluding observations and comments are made in Section VI.

JITTS, A
Women as workers: issues for the eighties.
Work and People v.11 no.2 1985: 15-16

This article reports and elaborates on a talk by Jenni Neary, Assistant Secretary of the Women's Bureau, to a women's group in Canberra recently. It identifies: effects for women of significant changes in the workforce that have taken place in the last two decades; principal ways in which women's labour force participation differs from men's; the Women's Bureau's four-fold approach to achieving greater equality for women through public policy. Specific initiatives by the Bureau in the areas of taxation and industry policy are outlined; also initiatives and developments relating to job opportunities for women, increasing the status of women's employment, and changes in domestic arrangements.

JOHN CLEMENGER Pty Ltd; Reark Research Pty Ltd
Beyond the stereotypes: an illuminating perspective on Australian women.
(Melbourne, Vic); John Clemenger Pty Ltd, 1984, 64p, tables

This report looks at the changing role of women in Australia, and is based on a 1983 Reark Research study in the five mainland capital cities, for which questionnaires were completed by 1548 women and a control group of 558 men. The study has been done primarily for its commercial application. It is written essentially for business people to improve their understanding of the women they employ, and the women who may be consumers of the products and services they provide. Chapters cover the status of women in Australia; women in the workforce; women at home; attitudes towards being a woman; organising their households; and, women as consumers.

JONES, F
Income inequality.
In: Broom, D H, ed. Unfinished business: social justice for women in Australia. North Sydney, NSW: George Allen and Unwin, 1984, p101-115, tables

This paper deals mainly with two surveys relating to income inequality, the first before the first federal equal- pay decision and the second four years after the phasing in of a second and more inclusive equal- pay decision of the federal arbitration authorities. Author documents the changes that have occurred in the relative incomes of Australian women and men, mainly as a result of equal- pay decisions, and assesses changes in the degree of

inequality in individual incomes of different kinds. Bruce Chapman comments on this paper (p.116-119), enumerating additional problem areas for future analysis and research.

JONES, J M; LOVEJOY, F H
The perceived role of Australian female academics.
Australian and New Zealand Journal of Sociology v.16 Jul 1980: 96- 102

This report presents an analysis of certain attitude statements which was part of a larger survey of Australian academics (1977) carried out for the Federation of Australian University Staff Associations by its Committee on the Status of Women Academics (CSWA). Given the entrenched negative views of most academic men and the ambivalence of many of the academic women in their responses to the attitude statements, on the whole we may conclude that in general academics of both sexes believe in the sex role stereotypes which run counter to the self interest of ambitious female academics. The fact that in spite of the primacy of these attitudes, academic women continue to work outside the home and some to seek advancement, and that some academic men support their wives' efforts to work, suggests that on issues of family ideology, expressed attitudes may lag behind practice.

KAIN, P; DAWKINS, P
The Australian labour market December 1984.
Australian Bulletin of Labour v.11 Dec 1984: 3-29, tables, charts

Authors discuss briefly the position of women in the labour market and the trend towards affirmative action. They consider where the jobs have come from, both in industry and occupational terms, in the recovery of the labour market, and contrast this with the losses which occurred in 1982 and 1983. They also briefly assess the current state of the labour market; assess Australia's economic performance in relation to a number of OECD countries, and provide a number of indices of our international competitiveness over the past few years; raise the issue of labour on- costs, particularly in relation to measurement problems; and, provide a resume' of the outcome of a conference held in October on 'Alternatives to the arbitration system'.

KRIEGLER, R; SLOAN, J
The effects of redundancy: the closure of the Sterling Clothing Company Plant, Geelong.
Bedford Park, SA: National Institute of Labour Studies, Flinders University, 1986, 17p (Working paper/ Flinders University of South Australia. National Institute of Labour Studies Inc; no. 86)

Workers (88% of whom were female) made redundant in 1985 by the Sterling Clothing Company plant in Geelong were surveyed by telephone three months after the plant's closure. The principal objective of the study was to trace post-redundancy labour market experiences. At the time of the survey, 60% of the total sample were employed, 21% unemployed, and 19% had withdrawn from the workforce. Worker characteristics such as age and sex were insignificant in explaining who had jobs and who were unemployed. Work- related ill-

health (particularly RSI) was the most common factor associated both with the unemployed and those out of the labour force.

LEICHARDT, N
Time for work: time for the family.
Australian Family v.2 Jul 1981: 11-13

Deals with the need for a balanced and positive vision of the rights and duties of the person in three basic areas: family, work and leisure time. Particular reference is made to the unemployed, working mothers and mothers in the home. Calls for changes in legislation and a process of social education.

LOVERING, K
Married women workers and youth unemployment.
Equal Opportunity Forum no.3 May 1980: 4-9

One popular explanation for the high level of youth unemployment is that married women are currently participating in the labour force at ever greater levels and are therefore taking jobs that would otherwise have been taken by teenagers. Author exposes and analyses the assumptions underlying this argument, and produces 1979 figures from the Australian Bureau of Statistics to refute the argument.

McDONALD, P
The baby boom generation as reproducers: fertility in Australia in the late 1970s and the 1980s.
In: Australian Family Research Conference (1st: 1983: Canberra): proceedings, v.1 Family formation, structure, values. Melbourne, Vic: Institute of Family Studies, 1984, p13-52, tables.

Focuses upon explanations for the drop in the fertility rate in Australia from 2.95 births per woman in 1971 to 1.89 in 1980. Uses information obtained from the 1981-82 Institute of Family Studies Family Formation Project, limiting analysis to women who were aged 25-34 at the time of the survey because these women have been in the forefront of the fertility decline, and are also the group born in the decade following the Second World War, the baby-boom generation. Discusses fertility decline from an historical perspective, then indicates a dichotomy in possible explanations for the recent fertility decline, a short term explanation revolving around the economic problems of the 1970's, and an alternative, long-term argument that there have been fundamental changes in sex roles and in the roles of parents which will not be easily reversed. Reviews the life experiences, attitudes and opinions of the baby-boom generation, and examines group differences in the delay of childbearing, concluding that the evidence is strong that both the economic problems of the 1970s and the growth of new roles for women have contributed to the decline in fertility. However, low fertility is unlikely to be merely a specific characteristic of the baby-boom generation, and it seems more likely that a return of better economic conditions will be accompanied by even greater levels of work force

participation of women since the work/career ethic has been well and truly imbued in the younger generation of women.

McKAY, J
Migration of the labour force: interstate patterns.
Clayton, Vic: Department of Geography, Monash University, (1984), 90p, tables (1981 Internal Migration Study working paper; no.3)

A short analysis of the economic performance of each state between 1976 and 1981 is presented, followed by a description of the interstate movement patterns and rates of mobility for each major industry and occupational group, and for the unemployed, noting the relationships between movement patterns and the economic performance of the origin and destination states, and exploring the relevance of different measures of economic performance for various segments of the labour force. Finally, in an attempt to derive a more satisfying and complex understanding of the interstate patterns, there is an analysis of occupational groups cross- classified by industry of employment and by other variables such as age and sex.

McMURCHY, M; OLIVER, M; THORNLEY, J
For love or money: a pictorial history of women and work in Australia.
Ringwood, Vic: Penguin, 1983, 186p, illus.

Presents two hundred years of Australian history through women's eyes, from the impact of colonisation on Aboriginal women to the challenges confronting women today. It documents not only the work women have done in the workplace - the factory, the shop, the office, the hospital, the school, but also all the work of caring - as mothers, wives, volunteer workers and in many other unpaid occupations.

MATHEWS, I
Superannuation and women.
Melbourne, Vic: Action Program for Women Workers, Australian Council of Trade Unions, 1986, 57p, ill.

This report covers: Australian Council of Trade Unions (ACTU) superannuation policy; superannuation; relative numbers of women with superannuation cover; discrimination in traditional superannuation schemes; maternity, parental and family leave; discrimination in retirement ages; the ACTU's superannuation campaign; superannuation for all women, (consideration is given to part-time, temporary and casual workers; outworkers; women who are self-employed; superannuation and divorce; women who are not in the paid workforce; women as equal partners in superannuation campaigns).

MILLER, P W; VOLKER, P A
Married women and the labour force: aspects of supply analysis.
In: Kaspura, A J, ed. Labour force participation in Australia: the proceedings of a conference 29-30 April 1982. Canberra, ACT: Australian Government Publishing Service, 1983, p75-89. (Monograph series/ Australia. Bureau of Labour Market Research; no.1)

One of the most significant changes which has occurred in the labour force in recent years is the increased participation of married women. This variation in their supply has powerful implications for fertility, income distribution, migration etc. This paper attempts to explain the phenomenon and analyse the factors influencing participation behaviour. Authors use cross-sectional data, and attempt to use cross-section estimates to predict on a time series basis. Dennis Sams provides comments on this paper, p90-94.

MUIRHEAD, A V
Public discourse on the position of women in society: Sydney, 1888.
In: Grimshaw, P, ed; McLeary, A, ed. Australia 1888: a Bicentennial History Bulletin for the study of Australian history centred on the year 1888. Canberra, ACT: Department of History, Research School of Social Sciences, Australian National University, 1984, p82-89. Bulletin/ Australia 1888; no.13)

It is the aim of this essay to examine the distinct flavour of the 1888 Sydney discourse on 'the woman question' via an analysis of the articles and letters contained in the Sydney Morning Herald, with a view to explaining the intensification of interest and anxieties related to the role of women in society - to explore why the question 'concerning the position of women in the social system of the day' had, all of a sudden, become perceived as 'one of the sociological problems of the moment'.

NAJMAN, J M; KEEPING, J D; CHANG, A; MORRISON, J; WESTERN, J S
Employment, unemployment and the health of pregnant women.
Social Alternatives/ Australian Social Welfare Impact/ New Doctor: Joint Issue Sept-Oct 1983: 9-12

Much of what little we know about the impact of unemployment on health is based upon data or studies of predominantly unemployed men. These studies, though weak in methodology, imply that unemployment may lead to excess morbidity and mortality. This paper reports a study of 4,000 pregnant women in Brisbane. Unemployment amongst women is associated with high-risk health behaviour, which in turn may lead to low birthweight births. Further, unemployed women are more anxious and depressed than are employed women. The mental health of the mother appears to be more closely related to the employment status of her spouse than to her own employment status.

O'DONNELL, C
The basis of the bargain: gender, schooling and jobs.
Sydney, NSW: Allen and Unwin, 1984, 186p, tables

This book deals with the position of women in the Australian labour market in the period after the Second World War until the beginning of the 1980s. Chapters discuss the following issues: 1) the relationship between educational qualifications and employment, 2) capital- labour relationships and the development of the education and training system, 3) the role of women in the New South Wales Teaching Service, 4) women in the clothing industry, 5) women in the retail trade.

O'DONNELL, C
Child rearing and its effects on female employment.
Australian Quarterly v.55 no.3 1983: 278-290

In this article author asserts that the most important reason for labour market segmentation is the persistence of the tradition that women are individually and primarily responsible for the rearing of children born to them. In this regard, men have benefitted from the creation of career ladders and promotions criteria which advantage male workers at the expense of females. The author reviews the practices which perpetuate this sexual division of labour, such as the different forms of pre-work education and training and employment and promotions procedures. Having considered these, however, she concludes that the most intractable reason for labour market segmentation is the responsibility for child care which falls predominantly on women.

ROSS, R
Married women and market work: how much choice?
Australian Quarterly v.56 no.3 1984: 227-238, tables

A survey was conducted in 1980 in Sydney with the purpose of generating a data base containing comprehensive information relevant to the market work related decisions of a random sample of 800-1000 working age (ie 15-64 years of age) married women living in the Sydney region. This paper briefly outlines the Sydney Survey, and then, using data from the survey, examines the reasons why married women choose to, or are forced to, seek employment. Summary statistics derived from the survey are presented and compared with estimates from other sources. The attitudes to work of women who were not in paid employment at the time of the survey are discussed, followed by discussion of the attitudes of the women who were in employment. An overview of these attitudes is provided, and some implications for the national scene suggested.

ROSS, R T
Disaggregate labour supply functions: some evidence from the 1980 survey of married women in Sydney.
In: Kaspura, A J, ed. Labour force participation in Australia: the proceedings of a conference 29-30 April 1982. Canberra, ACT: Australian Government Publishing Service, 1983, p121-130, 134, tables. (Monograph series/ Australia. Bureau of Labour Market Research; no.1)

Until recently lack of disaggregated data has prevented a thorough examination of the factors influencing working decisions of individual married women in Australia. This paper reports on an ongoing research project which seeks to further the understanding of decision-making processes going on at the household level, i.e. the work- related decisions of married women. A survey was undertaken in late 1980 which resulted in detailed data being collected on 566 married women residing with their spouses in metropolitan Sydney. The theoretical framework on which this paper is based, the data used and empirical results are reviewed, and the implications discussed of the results for the short-term work patterns of married women.

ROWLAND, R
When work isn't work.
Australian Society v.3 Jul 1984: 29-32

Author discusses why women claim the right to paid employment. Gives a brief resume of the historical and sociological context of women's work. Questions the traditional attitudes to roles for women in the work place and the stereotype of women as childbearers who are solely responsible for the child and for associated domestic duties in the family.

SAUNDERS, P
Taxation and incentives to work with particular attention to women.
Social Security Journal Dec 1981: 17-23

The main object of this paper is to review briefly the economic literature on the effects of taxation on incentives to work, to see to what extent these views can be regarded as valid in general, with particular emphasis on their relevance to women

SAVERY, L K
Horizontal and vertical segregation of women in the Australian labour force.
Economic Activity v.29 Jan 1986: 1-8, tables

This article examines two major aspects of women's participation in the workforce: their horizontal segregation into low paying jobs and their vertical segregation into fewer occupation types. Using data from the Australian Bureau of Statistics, the author demonstrates the following points: 1) in occupations where women predominate males who work in the same jobs also receive low pay; 2) women are employed predominantly in occupational groups which may be considered extensions of the 'wife- mother' role; 3) women tend to obtain qualifications in the Arts and Social Sciences rather than in Engineering or the Sciences.

SMITH, F
Women workers in non-government social and community services: some facts.
In: Gaining ground: affirmative action for women in the social and community services; proceedings of a conference on 26 February 1986. Fitzroy, Vic: Brotherhood of St Laurence, p4-9, tables

After defining social and community services, the author discusses some statistics from the Australian Bureau of Statistics on employment in this field. Gender and income of target organisations of these services are given, as well as gender and employment level of social and community service employees. It is shown that these figures parallel those in other areas of employment, i.e. women predominate in low level, low income, part time and volunteer positions. Data are also summarised on the place of birth, disability and age of employees.

STILL, L V
Women in management: the case of Australian business
Human Resource Management Australia v.24 February 1986: 232-37

The Commonwealth government introduced legislation in 1986 to ensure that higher education institutions and private sector companies employing more than 100 people introduce affirmative action programs for women. Business has managed largley to avoid attention, although some companies have been pioneers in programs for women. This paper reports on a study conducted in 1984 into the position of women in management within the private sector. Women managers in Australian business appear to be: concentrated in the lower levels of management; receive less remuneration than their male counterparts at all levels of management; are employed mainly in service-oriented areas rather than mainstream management; are not being given the same access to training and promotion opportunities as men managers.

WAJCMAN, J; ROSEWARNE, S
The 'feminisation' of work.
Australian Society v.5 Sept 1986: 15-18

Documents the shift in the nature of employment in Australia from 1973 to 1986. Full time work has declined proportionately, while part time and short term work has increased, according to statistics from the Australian Bureau of Statistics Labour Force figures. The trend toward 'outwork' (i.e. paid work at home) and self employment is described. These trends are linked to the economic recession since the 1970s and the growth in the service sector and accompanying decline in manufacturing. Women comprise two- thirds of the service sector employment (mainly at low levels) and are the majority of part time and temporary workers; thus though a much higher percentage of women participate in the workforce, they are largely in low status and insecure jobs. Thus, a 'feminised' workforce here means a 'casualised' one. Describes economic and social pressures which increase this 'feminisation'.

WALLACE, C
The statistical alchemy of women's and youth unemployment.
Journal of Australian Political Economy no.17 Nov 1984: 31-42, tables, ill.

Explains the process of 'alchemistic statistical redefinition', and the Fraser government's redistributive efforts with respect to unemployment, particularly affecting youth and women. States that the labour market programs of the current Labor government are essentially similar to those of the Fraser government. Occupational segregation within the Community Employment Program (CEP) and all other labour market programs, continues to reinforce women's disadvantage in the labour market. The extension in the 1984-85 budget of the Dependent Spouse Rebate to de facto couples further reinforces women's dependence and benefits only those families sufficiently affluent to afford a dependent spouse. Evaluates also the policy of encouraging education participation as an ameliorative strategy for youth unemployment, discussing the need for major qualitative change in the services delivered by educational institutions, the need for revision of the current structure of income support for youth, and the structural limits to

participation. Concludes that long- run problems should not be concealed with politically expedient short- term policy.

J WALTER THOMPSON Australia Proprietary Limited
Women: the quiet revolution.
(Melbourne, Vic): J Walter Thompson Australia, (1984), unpaginated, tables

This report challenges a variety of myths and assumptions about women and employment, using data from a 1984 national survey based on a random probability sample of 1069 females ages 13 years and over, and a 1984 in-depth attitude study with a random sample of 434 women, in Sydney and Melbourne. Statistics are also provided and commented on, and comparisons made with United States figures. Findings include that women want to work and that the trend towards women entering/re-entering the workforce will continue to grow.

WALTERS, S
The changing role of women in Australia.
In: Tonti-Filippini, N, ed. Health care priorities in Australia: 1985 conference proceedings. Melbourne, Vic: St Vincent's Bioethics Centre, (1985), p.145-149

Reviews why there has been an increase in the number of women in the workforce, discusses this briefly in relation to youth unemployment and to women's rights of individual choice, and examines some of the problems of the increasing number of women caring for children without the support of a spouse.

WHITTINGHAM, B
Female labour force participation in the full-time and part-time labour markets.
Canberra, ACT: Bureau of Labour Market Research, 1984, 26p, tables. (Working paper/ Bureau of Labour Market Research; no.43)

Labour force participation rates of females have increased dramatically in the past two decades. This increase was almost entirely due to the increased participation of married females, particularly in the part time labour market. This paper aims to examine whether these changes can be successfully explained in the context of economic theory concerning choice between work and leisure. Data covering the period 1966 to 1980 are analysed with standard econometric techniques. The results obtained provide little support for the economic theory which describes the choice between work and leisure. It is suggested that inadequacies of recorded participation data for females is the most likely reason for this result. In so far as official data on female unemployment does not provide a reliable indicator of the number of females who would work if jobs were available, then recorded participation will not accurately identify the labour force behaviour of this group.

WOMEN and Labour Publications Collective, ed.
All her labours: one: working it out.
Sydney, NSW: Hale and Iremonger, 1984, 175p

The papers in this first volume are gathered around the central theme of women, political activity, paid work and the labour movement. They include first-hand accounts and analyses of experiences of women, and the union movement (Curlewis, J; Thomas, K; Greenwood, J; White, K), discussion of women's participation in political parties and the parliamentary process (Sawer, M; Joyce, R R) plus analysis of the controversial relationship between patriarchy and capitalism and the new theoretical ground which needs to be broken in this area (Johnson, C; Matthews, J J; Pringle, R). Refshauge, C and Greenwood, J provide analyses of the dilemmas involved in opposing some forms of discrimination in the work place.

WOMEN and Labour Publications Collective, ed.
All her labours: two: embroidering the framework.
Sydney, NSW: Hale and Iremonger, 1984, 175p

Papers in this second volume illustrate how vital it is that our understanding of women's work should not be confined to an androcentric definition of wage labour. One central issue here is the influence of ideological conceptions of domesticity and femininity on women's labour and life experience. Crawford, P, Allen, M and Creed, B all look at this question from different perspectives and in different periods. Bonner, F provides a warning of the dangers which need to be combatted in the area of ideology following the rise of the new technologies. Wishart, B points out that it has become increasingly important for the women's movement to reassess critically not only our attitude to motherhood, but its relationship with work. Harrison, J and Allport, C widen the analysis into a discussion of ageing and housing and their effects on the real experience of women's lives. Bellamy, S demonstrates how women's lives and work can be indissolubly intertwined.

WOMEN and Work Conference: a North Queensland Perspective (1986: Townsville, Qld)
Proceedings
Canberra, ACT: Australian Government Publishing Service for the Women's Bureau, Department of Employment and Industrial Relations, 1986, 123p

This book contains the papers presented at the Conference and an introduction by Peter de Medici, an opening address by Senator Margaret Reynolds and notes and discussins covering the main topics of the conference, namely education, employment strategies, Aboriginal and islander women and employment, the isolation factor in employment, women and trade unions, migrant women and unemployment, and sexual harassment at work.

WOMEN'S ACTION ALLIANCE (WAA)
Comparable worth.
Why Can't a Woman? no.1 Apr 1986: 13-18

Sets out the Women's Action Alliance (WAA) policy on comparable worth, a principle which requires equal pay for work of equal value. A brief historical background is provided, including reasons why traditional female work has been undervalued. Developments in the United States and Britain and progress in Australia are outlined. WAA supports the principle of comparable worth but recommends it should be extended to include all women's work, both paid and unpaid, and to recognise the contribution it makes to society.

WOMEN'S ACTION ALLIANCE
Taxation and social welfare measures affecting families.
Camberwell, Vic: Women's Action Alliance, 1984, 22p, tables.

This paper contains submissions and documentation on: unemployment; reasons for married female workforce participation; measuring unpaid work; the spouse rebate; family allowances; total tax impact on families; the costs of raising children; expenditure taxes; capital taxes; restructuring the tax and social welfare system. Policy proposals for the 1984/ 85 budget, and further proposals for medium term implementation, are listed.

YOUNG, E
Income and employment for women in remote communities: examples from the Northern Territory.
In: Gale, F, ed. We are bosses ourselves: the status and role of Aboriginal women today. Canberra, ACT: Australian Institute of Aboriginal Studies, 1983, p126-135. (AIAS New series no.41)

Because in most cases remoteness is combined with a limited resource base, remote Aboriginal communities depend heavily on government funding for their economic support, either in the form of pensions and benefits, or as wages paid from money granted for the provision of essential services in the community. With funding being inappropriately based on the European concept of man as breadwinner and woman and children as dependents, Aboriginal women are not given access to incomes adequate for the maintenance of their independent status. This paper briefly examines employment and incomes of Aboriginal women in three contrasting remote communities in the Northern Territory, and highlights some inequalities and problems.

VICTORIAN Women's Advisory Council to the Premier
Women in the home.
WAC Women's Newsletter no.6 Jan 1986: 1-3

The Victorian Women's Advisory Council to the Premier is studying the needs of women in the home. This article discusses issues the Council is considering: child care, paid and unpaid work, voluntary work, part-time work, education and retraining. Comments are being sought on matters of concern regarding the position of women in the home.

Australian Institute of Family Studies

The Australian Institute of Family Studies, established under the provisions of the *Family Law Act* 1975, commenced operation in February 1980. The Institute functions as a statutory authority of the Australian Government, from which it derives its financial support. The founding Director is Dr Don Edgar. The Institute has a Board of Management of appointed members and a permanent staff of professional and support personnel. In addition, specialist assistants and consultants in appropriate fields are engaged to assist the Institute in its work when necessary.

Functions of the Institute

The functions of the Institute as defined by the *Family Law Act* 1975, are:

- to promote, by the conduct, encouragement and coordination of research and other appropriate means, the identification of, and development of understanding of, the factors affecting marital and family stability in Australia, with the object of promoting the protection of the family as the natural and fundamental group unit in society; and
- to advise and assist the Attorney-General in relation to the making of grants, and with the approval of the Attorney-General to make grants out of moneys available under appropriations made by the Parliament, for purposes related to the functions of the Institute and the supervising of the employment of grants so made.

To meet those functional responsibilities, the Institute performs four broadly defined roles:

Research To study and evaluate matters which affect the social and economic wellbeing of all Australian families

Advice To advise Government and other bodies concerned with family wellbeing on issues related to Institute findings

Promotion To promote the development of improved methods of family support, including measures which prevent family disruption and promote marital and family stability

Dissemination To disseminate the findings of Institute and other family research

In particular, the following activities are carried out in order to fulfil those roles:

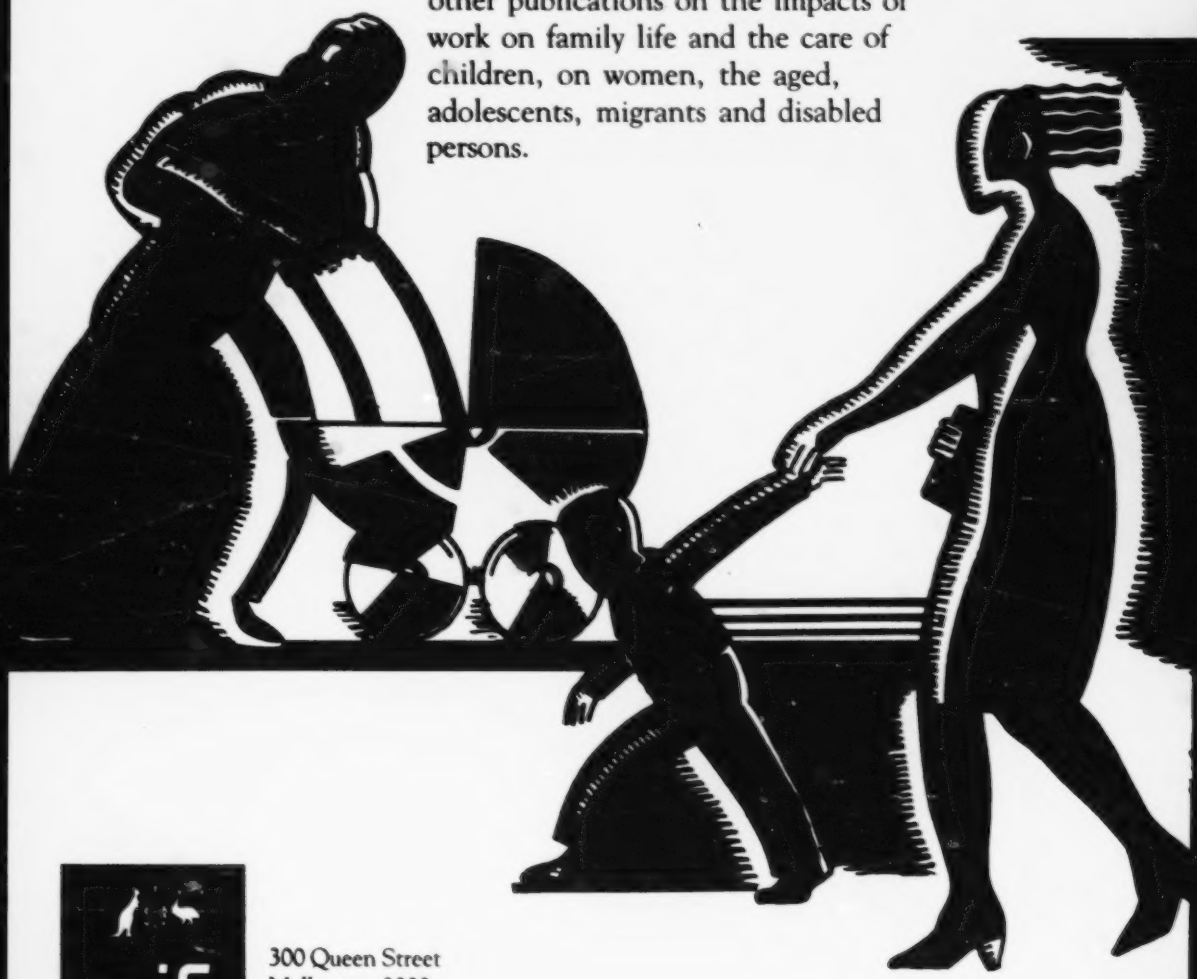
- monitoring of demographic and social changes in Australian families and identification of the implications of such changes for social policy;
- conduct of research on the operation and effects of the *Family Law Act* and other legislation affecting the legal status of family members;
- conduct of research on factors influencing how families function, with the objective of recommending relevant means of promoting family wellbeing and stability;
- evaluation on a continuing basis of the economic status and wellbeing of Australian families;
- conducting research, consulting and reporting on the effects of Federal and State legislation and programs on the ways families function;
- dissemination, via media information, publications, public seminars and other means, of the findings of Institute research, with the objective of improving understanding of factors affecting marital and family wellbeing;
- coordination and encouragement of wider research on Australian families by the making of grants;
- acting as a national centre of information about Australian families.

Thus the objectives of the Institute are essentially practical ones, concerned primarily with learning about real situations through research on Australian families.

300 Queen Street
Melbourne 3000 Victoria
Australia
Telephone (03) 608 6888

Every worker has family responsibilities, and yet our work structures and environments do not reflect adequate understanding of the dual obligations which workers shoulder in performing 'on the job' and in caring for their families. Family matters are likely to be the underlying causes of absenteeism, accidents in the workplace, and low productivity; conversely, the world of work closely affects the form and quality of family life.

This bibliography lists Australian works published since 1980 about work and family life. It provides annotations to recent research and other publications on the impacts of work on family life and the care of children, on women, the aged, adolescents, migrants and disabled persons.



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300 Queen Street
Melbourne 3000

Tel: (03) 608 6888
Fax: (03) 600 0886